Rural Secretariat

Strategic Social Plan

Future Plans of High School Students Cormack - Grenfell Region

An Initiative of the
Cormack - Grenfell Steering Committee

September 2004

GOVERNMENT OF
NEWFOUNDLAND AND LABRADOR

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TABLE OF CONTENTS

Acknowledgements ii

Executive Summary iii

1.0 Introduction 1
- 1.1 Background of the SSP Human Resources Strategy 1
- 1.2 Demographic Profile 2
- 1.3 Purpose of this Survey 3

2.0 Survey Methodology and Response Rates 3
- 2.1 Survey Methodology 3
- 2.2 Survey Response Rates 3

3.0 Survey Considerations 5

4.0 Survey Findings 6
- 4.1 Career Plans 6
- 4.2 Access to Career Resources 14
- 4.3 Knowledge of Employment Opportunities in Newfoundland & Labrador 19
- 4.4 Decision to Stay or Leave 22
- 4.5 General Comments 24

5.0 School District Analysis 24

6.0 Conclusion 25

Appendix A : Human Resources Strategic Goal 27
Appendix B : Human Resources Directional Team 30
Appendix C : Map of Strategic Social Plan Regions 31
Appendix D : Map of School Districts 32
Appendix E : Student Survey 33
Appendix F : School Enrollments 41
Appendix G : List of Tables and Figures 42
Appendix H : School District Comparisons 43

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A well deserved thank you to the three school districts of the Cormack-Grenfell Region who assisted in so many ways to ensure that the data collection was carried out by the high schools in their respective districts:

- School District 2 (Northern Peninsula/Labrador South)
- School District 3 (Corner Brook/Deer Lake/St. Barbe)
- School District 4 (Cormack Trail School Board)

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- Staff of the Strategic Social Plan provincial and regional office
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Executive Summary

In March of 2000, the Cormack-Grenfell Regional Steering Committee for the Strategic Social Plan established strategic directions for the region. One of the strategic directions focused on strengthening the region's human resource capital, in light of recent out-migration patterns and anticipated labour shortages. Several local stakeholders identified the lack of human resources planning using regional-specific information, difficulty in filling job vacancies, and the aging workforce as concerns for the Cormack-Grenfell Region. The Cormack-Grenfell Regional Steering Committee determined there was a need to develop a regional human resources strategy to address the issues. A working group, the Human Resources Directional Team, was formed to develop the Human Resources (HR) Strategy.

To develop an effective human resources strategy, there was a need to research issues specific to the region. As a part of this objective, high school students were surveyed to gather details on their educational goals, career plans, knowledge of the labour market and career opportunities in Newfoundland and Labrador, plans to settle in Newfoundland and Labrador, reasons for out-migration, and access to career resources.

The survey consisted of 30 questions and was administered during a homeroom period within Career Week (November 4 - 9th, 2001) to 4,328 students of Grades 10, 11, and 12, within 43 schools in three school boards of the Cormack-Grenfell Region: (1) School District 2 (Northern Peninsula/Labrador South), (2) School District 3 (Corner Brook/Deer Lake/St. Barbe), and (3) School District 4 (Cormack Trail).

The number of surveys completed by high school students was 3,678, a response rate of 85 percent. The entire sample included near equal representation by all three grades with an almost one-third split between Grades 10, 11, and 12. Gender was also equally represented with an almost even 50-50 split of males and females completing the survey.

Key Findings

Based on the survey results, a number of overall comments about high school students in the Cormack-Grenfell Region can be made.

Most high school students plan to pursue a post-secondary education. Less than one half of these students said they will do so in post-secondary schools within Newfoundland and Labrador. High school students need to be aware of the varied quality program options available to them within the post-secondary institutions of the province.

Many high school students are undecided on a career choice. However, the most common choices for those that have made decisions on career choices are in health care, skilled trades, law enforcement and practice. Traditional gender patterns are followed with these choices. Further, more than two-thirds of all high school students had not spoken with a teacher or

guidance counsellor regarding career plans. Three-quarters of those who haven't, are planning to pursue a post-secondary education. About 72% of the 1,189 students who had spoken with a teacher/guidance counsellor reported they received useful information. However, parents and family are key influences as students make career plans. The connection between career counselling and post-secondary choices needs to be made so that students can make more informed decisions regarding their future.

About one quarter of students plan to settle in Newfoundland and Labrador after completion of post-secondary training, while 37% are undecided. Most students that are planning to leave Newfoundland and Labrador specified job-related reasons as why they plan to leave. Many did not see the province as having much to offer them in the future.

Generally, high school students are not informed about future job opportunities in the province. Over two-thirds of students said they are not aware of any future job opportunities in the province of NL. Students are not sure where many industry sectors sit in terms of future potential. Almost three-quarters of those that are not aware of future jobs had not spoken with a teacher or guidance counsellor regarding career plans. Students are clearly not availing of guidance to discuss job opportunities within Newfoundland and Labrador.

Generally, high school students are not accessing career resources within and outside of the school system. While a career education course is sometimes offered in the high school curriculum, almost one half of high school students were not aware of such a course offered at their school. However, most students felt it should be offered and over one half felt it should be a graduation requirement. Also, almost one-half of students said they are not aware of the CHOICES computer program. However, awareness and usage both increased with higher grade levels. Further, more than half of all students have not voluntarily participated in any career planning activities outside of school. The importance of career education in making future career choices needs to be communicated to youth. They need the encouragement to use the resources that are available to them.

1.0 Introduction

1.1 Background of the SSP Human Resources Strategy

The Strategic Social Plan (SSP) is a provincial government initiative that attempts to integrate social and economic development through a multi-stakeholder approach. The Cormack-Grenfell Regional Steering Committee is one of six regional bodies across the province mandated to work at the regional level to integrate social and economic development. As of 2004, the work of the Strategic Social Plan became the first building block of the Rural Secretariat.

In March of 2000, the Cormack-Grenfell Regional Steering Committee established strategic directions for the region. One of the strategic directions focused on strengthening the region's human resource capital, in light of recent out-migration patterns and anticipated labour shortages. See Appendix A for strategic goal.

Demographic trends in this country and province are leading employers to anticipate changes in social and economic behaviour, especially with regards to the current and future workforce. As well, several local stakeholders have identified the lack of regional-specific information for human resources planning as a major concern in the Cormack-Grenfell Region. Significant anecdotal evidence about the difficulty in filling job vacancies due to a skills mismatch in the region has been brought to the steering committee. The aging workforce and expectations of numerous retirements in the coming years was also raised as a concern. Further, recent out-migration patterns are showing that the region has large migration rates in the age group of 18-29 years.

Based on these concerns, and the information on out-migration, the Cormack-Grenfell Regional Steering Committee determined there was a need to develop a regional human resources strategy for the region. This kind of strategy could be adapted for use in other geographic locations.

The objectives of the Human Resources Strategy include:

- To increase the knowledge base around career planning based on labour market information and develop a collaborative approach to human resource development-based service delivery.
- To help curb out-migration patterns by educating youth, their parents, educators, and the public around possible employment opportunities in the region and province.
- To address employer concerns around recruitment and retention of staff, through sound planning and the provision of labour market information.
- To provide information to the general public, youth and employers about the importance of human resources planning.

- To enhance the potential for local economic success by addressing supply and demand issues in the local employment environment.

A working group, the human resources directional team, was formed to develop and implement a Human Resources (HR) Strategy. Membership of this Team is listed in Appendix B.

1.2 Demographic Profile

The Cormack-Grenfell region (herein referred to as the region) covers 45,076 square kilometres, an area from Quirpon, south to Port aux Basques, and east to Francois on the south coast. See Appendix C for map of SSP regions. According to the Community Accounts database, in 2001, the population for the Cormack-Grenfell Region was 93,545, based on Statistics Canada Census Subdivisions (Community Accounts webpage: www.communityaccounts.ca). This population spreads over approximately 173 communities within the region. However, there are eighteen communities in Labrador South in School District 2 which brings the total number of communities to 191.

The Cormack-Grenfell region recognizes 79 community clusters, 61 of which have population of less than one thousand. Approximately 55% of the entire population of the Region live in communities with no more than 500 residents. There are five major centres: Corner Brook, Stephenville, Deer Lake, Channel - Port aux Basques, and St. Anthony.

At the time of survey administration, the province of Newfoundland and Labrador had eleven public school districts, three of which are located in the Cormack-Grenfell region: Table 1.1

Table 1.1 Demographic Information of School Districts

School District	# of schools	# of communities	Total Enrolment K - level 4 *	Enrolment Grades 10 - 12
District 2 - Northern Peninsula / Labrador South **	32	70	3250	888
District 3 - Corner Brook / Deer Lake / St. Barbe	30	49	7629	1919
District 4 - Cormack Trail	30	72	5565	1515
Cormack-Grenfell Region	92	173	16444	4322

* Department of Education Enrollment Statistics 2001-02
** 18 communities within Labrador South
** 194 students in Grade 10 -12 in Labrador South

See Appendix D for map of school districts.

According to the Community Accounts database, in 2001, within the Cormack-Grenfell region, there were 23,010 youth under the age of 20, with the majority 10 years and older and less than one half (9,330) between age 0 - 9 years. This is consistent with declining school enrollments in the K-12 school system. The median age for the Cormack-Grenfell region is 40 years. The average age of the Cormack-Grenfell region continues to increase.

1.3 Purpose of this Survey

While there was abundant anecdotal information on the problem, substantiated by evidence from migration data and employment data, there was a need to research the issues specific to the region in order to develop an effective human resources strategy.

As a part of this objective, surveys were administered to high school, graduating post-secondary, and Adult Basic Education (ABE) students to collect information on their educational goals, career plans, and knowledge of the labour market and career opportunities in Newfoundland and Labrador. They were also asked about their plans to settle in Newfoundland and Labrador, reasons for out-migration, and access to career resources.

This report is based on the survey of high school students. This information will be incorporated into the human resources strategy and used to ensure that students are receiving adequate career-related information, useful in making long-term career plans.

2.0 Survey Methodology and Response Rates

2.1 Survey Methodology

The survey consisted of 30 questions about demographics, post-secondary plans, access to career resources, and knowledge of job opportunities in Newfoundland and Labrador. See Appendix E for copy of survey.

The survey was administered during a homeroom period within Career Week (November 4 - 9th, 2001) to 4,328 students of Grade 10, 11, and 12, within 43 schools in three school boards of the Cormack-Grenfell region:

- School District 2 (Northern Peninsula/Labrador South),
- School District 3 (Corner Brook/Deer Lake/St. Barbe), and
- School District 4 (Cormack Trail)

Surveys were also distributed during three youth forums held in Port aux Basques, St. Anthony and Deer Lake in November 2001. These youth forums involved Grades 7-9 students from school districts 2, 3, & 4. The overall theme for each of these youth forums was career planning. The surveys were distributed to students with their orientation package, upon their arrival to the forum, and they were requested to complete the survey while they waited for the forum to begin.

2.2 Survey Response Rates

On October 23, 2001, student enrollment numbers were obtained from the three school boards of the Cormack-Grenfell region. At that time, a total of 4,328 students were enrolled in Grades 10 through 12: 888 in school district #2, 1,919 in school district #3, and 1,521 in school district # 4.

See Appendix F for list of student enrollments. Students located in the Labrador region of school district #2 (194 students or 22% of the total enrollments in school district # 2) were included in the survey and are included in the analysis for the Cormack-Grenfell region.

A total of 43 schools in the Cormack-Grenfell region received surveys. This included 8 schools in Labrador.

Participation rates by students within the region were high, ranging from 78% in district 4 to 89% in district 3. The total number of completed surveys was 3,678, a response rate of 85 percent. See Table 2.2.1.

Table 2.2.1 Participation Rates by School District

	# students Grade 10 - 12	# surveys completed	participation rates (%)	# participating schools
school district 2 *	888	780	88%	17
school district 3	1919	1698	89%	13
school district 4	1521	1190	78%	12
Cormack-Grenfell	4328	3678	85%	42

* includes student participants of Labrador South schools

One school that had only one student enrolled in their high school program did not participate in the survey for confidentiality reasons.

The survey responses were distributed approximately equally between the three grade levels. Also, the participation rates were similar in each of the three grade levels, ranging from 82% of Grade 11 students to 87% of Grade 10 students. See Table 2.2.2.

Table 2.2.2 Participation Rates by Grade Level

	student enrollments *	student participants	participation rates (%) within grade	participation by grade (%) **
Grade 10	1467	1269	87%	35%
Grade 11	1504	1236	82%	34%
Grade 12	1357	1164	86%	31%
No Answer		9		
Total	4328	3678	85%	100%

* based on enrollment numbers collected from School districts 2, 3, & 4 on October 23,2001

** based on total student participants

3.0 Survey Considerations

Throughout the collection of data from the high school students, some considerations should be noted. Firstly school district 4 overlaps two SSP regions - the Cormack-Grenfell region and the Labrador region. (See Appendix C for Map of Strategic Social Plan regions and Appendix D for Map of School Districts). Therefore, data was collected from all schools within school district 2, including those of Labrador South, and is incorporated in the analysis.

Second, while the majority of the surveys completed in the high schools were completed by Grade 10, 11, and 12 students, some students who were completing level 4 of high school also completed the survey. As we did not want to dismiss their views from our research, their completed surveys were also included in the overall survey results. However, this is noted throughout the report.

A third consideration was the timing of the completion of the survey. While most of the surveys were completed during the indicated week, some schools did not administer the survey to their students until well after Career Week. The timing of the completion of these surveys may have altered the results. Local news or events may have changed their perspective from "Career Week" to when the survey was actually completed. Further, their thoughts may not have been in the "career" thinking mode if Career Week had already passed. This may have influenced the results for their school and district.

4.0 Survey Findings

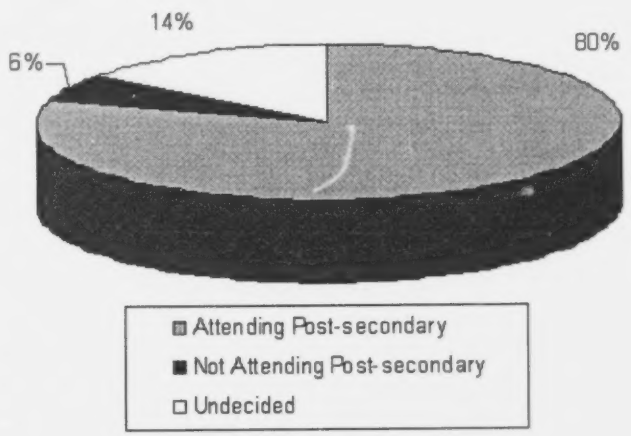
Students were asked questions related to each of the following themes. Findings are presented below by these themes.

1. Career Plans
2. Access to Career Resources
3. Knowledge of Employment Opportunities in Newfoundland & Labrador
4. Decision to Stay or Leave
5. General Comments

4.1 Career Plans

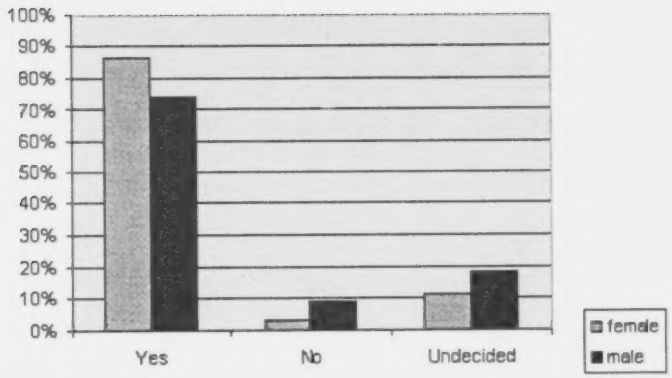
Almost 80% (2931 students) of respondents said they plan to pursue post-secondary education after graduation from high school. Only six percent did not plan to enter post-secondary, while a further 14% were undecided. See Figure 4.1.1 This was also consistent across grade levels, with approximately 80% in each grade planning to attend post-secondary.

Figure 4.1.1
Post-secondary Attendance Plans



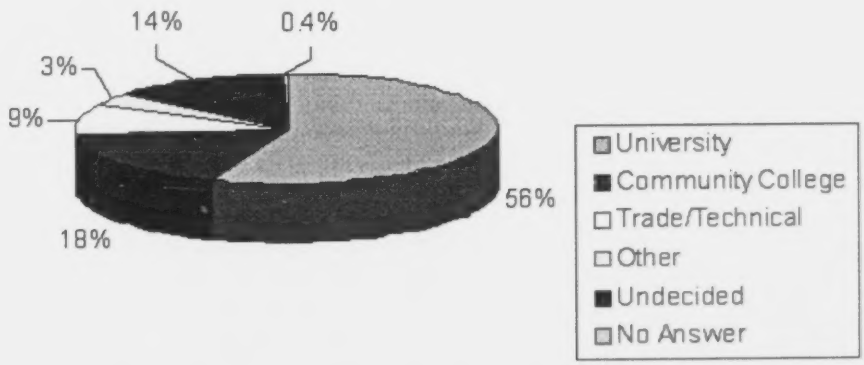
A higher percentage of females than males plan to pursue a post-secondary education - 86% of female compared to 74% of male respondents. See Figure 4.1.2.

Figure 4.1.2
Post-secondary Plans for Females vs Males



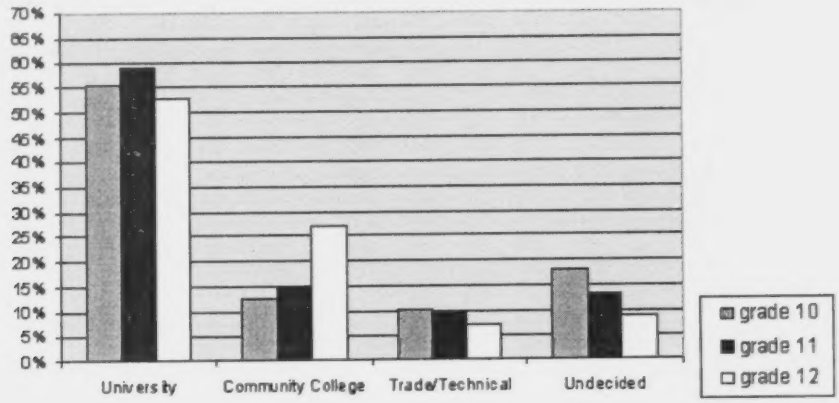
Over half (56%) of those who said they will pursue post-secondary education plan to attend a university, 18% plan to attend a community college, and 9% a trade or technical institute; 14% are undecided. See Figure 4.1.3.

Figure 4.1.3 Type of Post-secondary Institution Students Plan to Attend



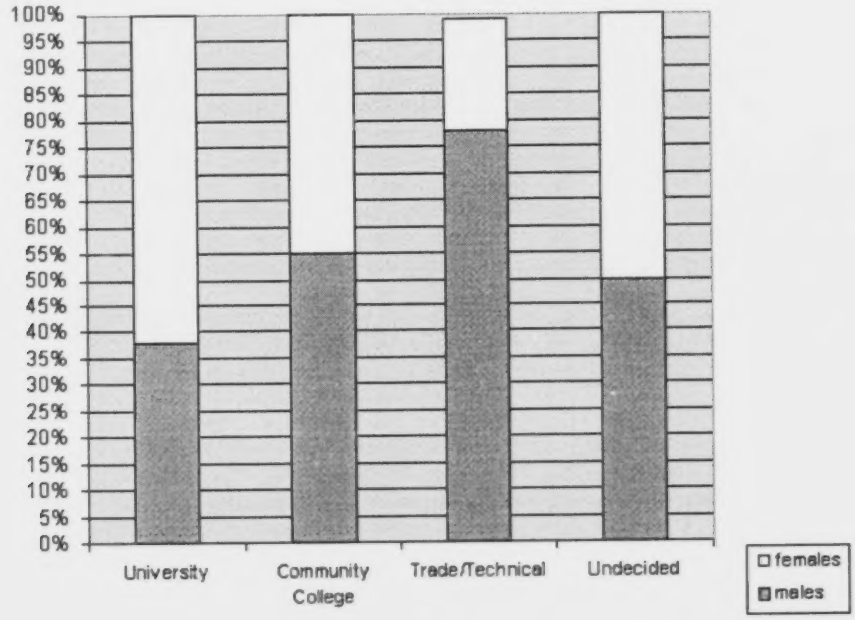
As shown in Figure 4.1.4, a higher percentage of Grade 12 students plan to attend a community college (27%) compared to those in Grade 10 (12%) or Grade 11 (15%). A higher percentage of Grade 10 students (18%) were undecided about the type of post-secondary institution they would attend, compared to Grade 12 students (9% undecided).

Figure 4.1.4 Comparison of Post-secondary Institution Plans by Grade



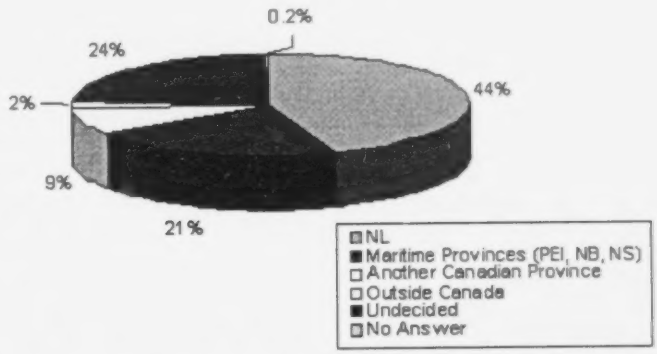
A higher number of females plan to attend university, compared to males - 62% were female and only 38% were males. This was the reverse for the college selection, and more so for the trade/technical institution. See Figure 4.1.5.

Figure 4.1.5 Post-secondary Institution Plans by Gender



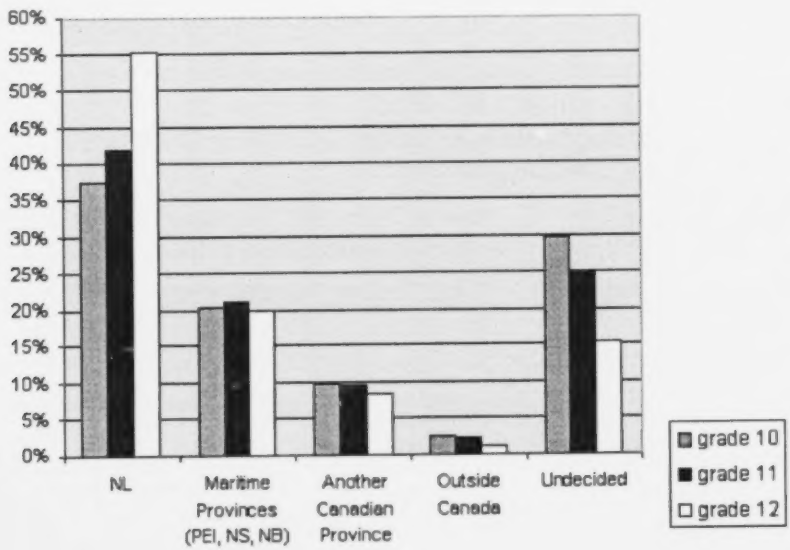
Forty-four percent (44%) of respondents planning to attend post-secondary said they planned to attend a post-secondary institution within Newfoundland and Labrador, while almost a quarter (24%) were undecided, and another 21% said they planned to attend a post-secondary institution in the Maritimes. See Figure 4.1.6.

Figure 4.1.6
Where Students Plan to Attend Post-secondary



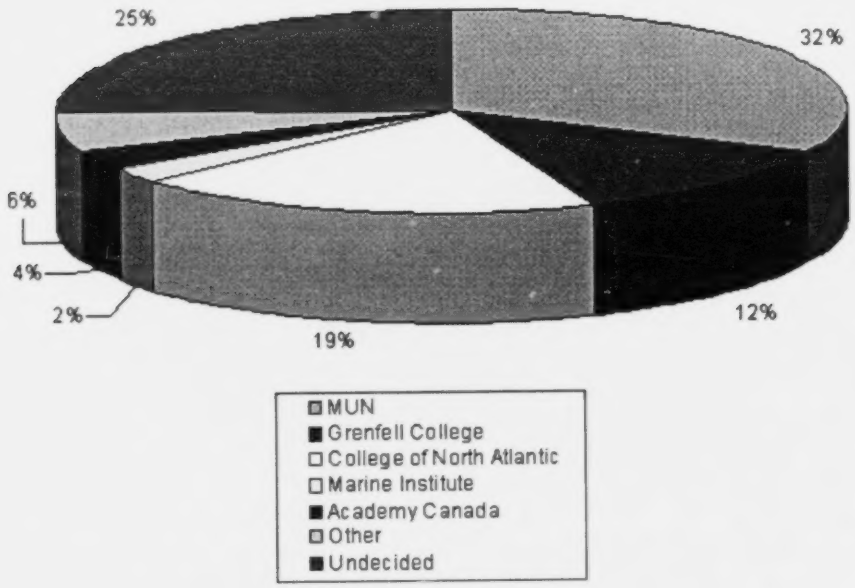
A higher percentage of Grade 12 students who plan to attend post-secondary plan to attend a post-secondary institution within Newfoundland and Labrador (55%), than those of Grade 11 (42%) or Grade 10 (38%). A higher percentage of the Grade 10 students who plan to attend post-secondary were undecided on the location in which they plan to attend school (30%), compared to Grade 11 students (25%) and Grade 12 students (15%). See Figure 4.1.7

Figure 4.1.7
Geographical Location of Post-secondary Education



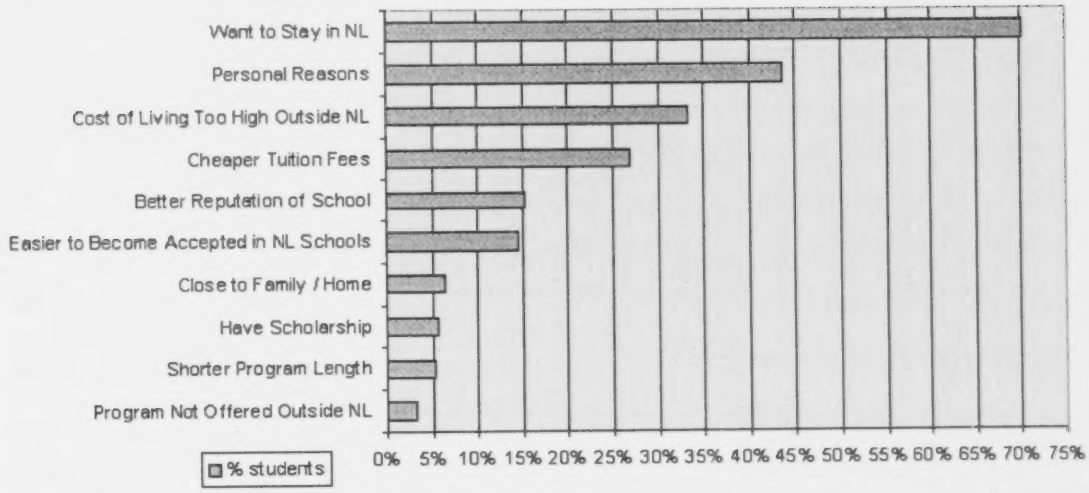
Almost one-half of those who plan to attend a post-secondary institution within Newfoundland & Labrador, said they plan to attend Memorial University (MUN), with 12% of these students specifying Sir Wilfred Grenfell College, and 2% specifying Marine Institute. A further 19% plan to attend College of the North Atlantic (CNA). One fourth of the students (25%) planning to attend a post-secondary institution within the province were undecided on the post-secondary institution. See Figure 4.1.8

Figure 4.1.8
Students Choices of Specified NL Post-secondary Institution



As shown in Figure 4.1.9, over 70% of students planning to attend a post-secondary institution in Newfoundland and Labrador said the main reason is they "want to stay in Newfoundland and Labrador."

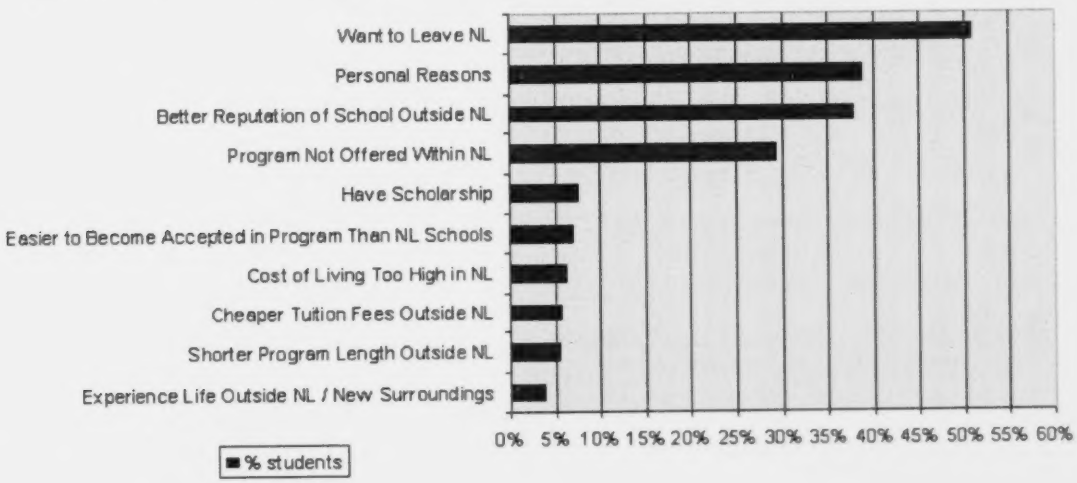
Figure 4.1.9 Reasons Students Plan to Attend Post-secondary Within NL*


Want to Stay in NL
Personal Reasons
Cost of Living Too High Outside NL
Cheaper Tuition Fees
Better Reputation of School
Easier to Become Accepted in NL Schools
Close to Family / Home
Have Scholarship
Shorter Program Length
Program Not Offered Outside NL
% students
0% 5% 10% 15% 20% 25% 30% 35% 40% 45% 50% 55% 60% 65% 70% 75%

* *multiple responses allowed*

Over one half of the students planning to attend a post-secondary institution outside Newfoundland and Labrador (51%) said they "want to leave Newfoundland & Labrador." See Figure 4.1.10. Almost 40% identified "better reputation of school," and a further 29% said "program not offered within Newfoundland & Labrador."

Figure 4.1.10 Reasons Student Plan to Attend Post-secondary Outside NL *

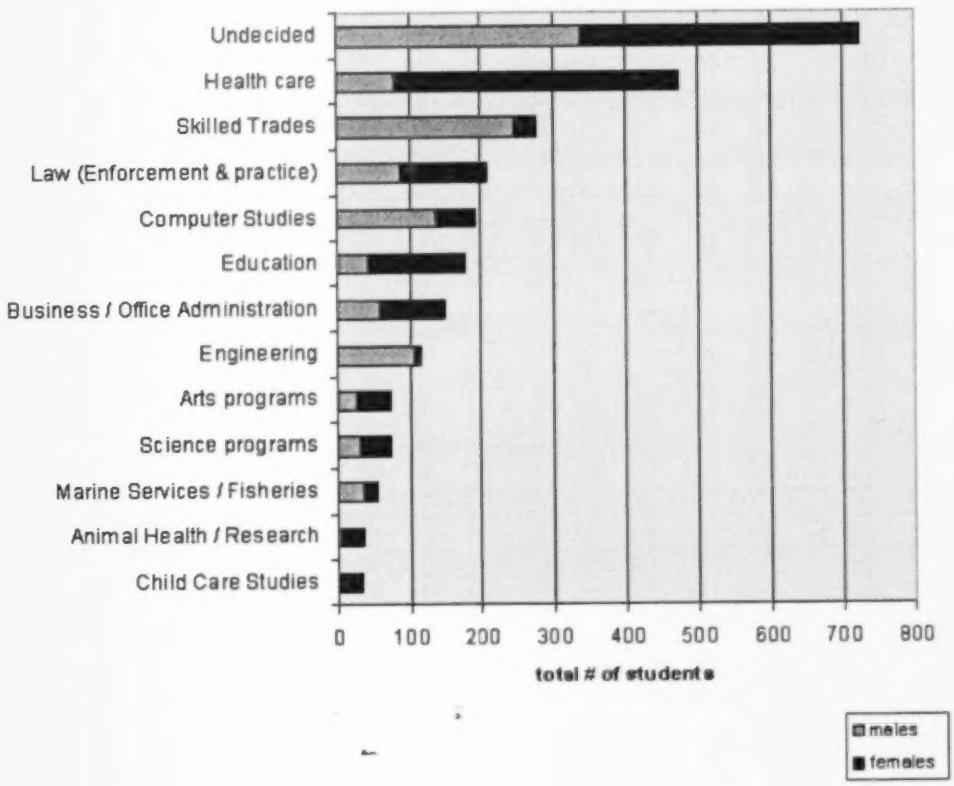

Want to Leave NL
Personal Reasons
Better Reputation of School Outside NL
Program Not Offered Within NL
Have Scholarship
Easier to Become Accepted in Program Than NL Schools
Cost of Living Too High in NL
Cheaper Tuition Fees Outside NL
Shorter Program Length Outside NL
Experience Life Outside NL / New Surroundings
% students
0% 5% 10% 15% 20% 25% 30% 35% 40% 45% 50% 55% 60%

* *multiple responses allowed*

Approximately one-quarter of the 2931 students planning to pursue a post-secondary education were undecided on the type of post-secondary education program to pursue. See Figure 4.1.11. However, some decided on program choice. Sixteen percent planned to pursue a program in health care, with almost 30% of them choosing nursing. The skilled trades programs were the next highest chosen field with 279 students (9.5%), of whom almost half specified heavy equipment operation.

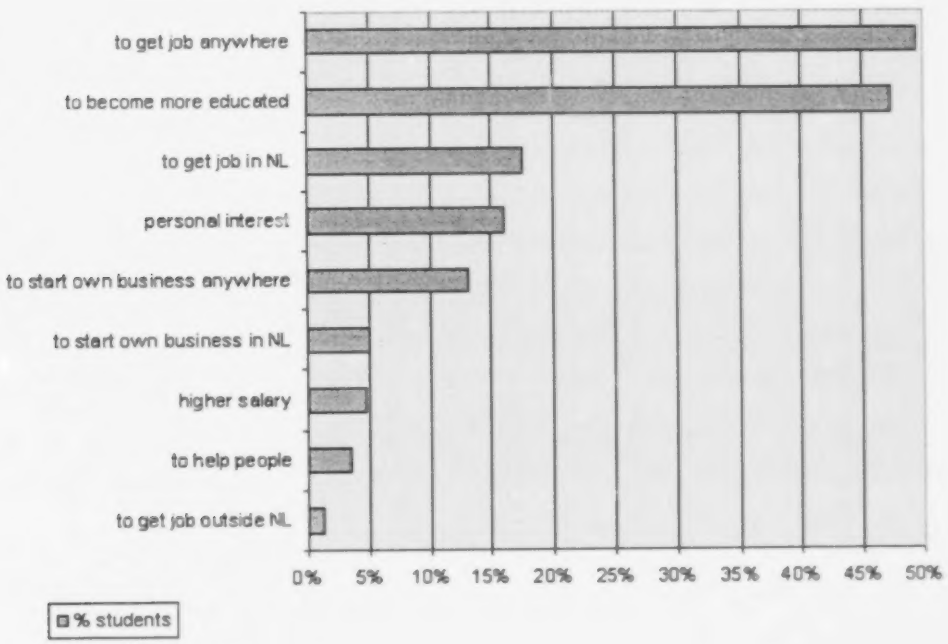
As for gender, some clear differences were evident for some program areas. Over three-quarters of those planning a career in teaching were female. Students who chose health care were also predominantly female (83%), particularly, females comprised over 90 percent of the 139 students planning to pursue a nursing career. However, males dominated engineering as a career choice, with over 90 percent of those students choosing this field being male. This was similar for the skilled trades programs. Eighty-eight percent of the 279 students planning to pursue a career in skilled trades were male. Traditional gender patterns were followed.

Figure 4.1.11 Post-secondary Program Plans - Females vs Males



As shown in Figure 4.1.12, almost one-half of respondents stated they wanted to enrol in a particular post-secondary program "to get a job anywhere," (49%) while almost one-half (47%) said "to become more educated," and close to 20% said " to get a job in Newfoundland."

Figure 4.1.12 Reasons Students Plan to Pursue Specific Post-secondary Program *

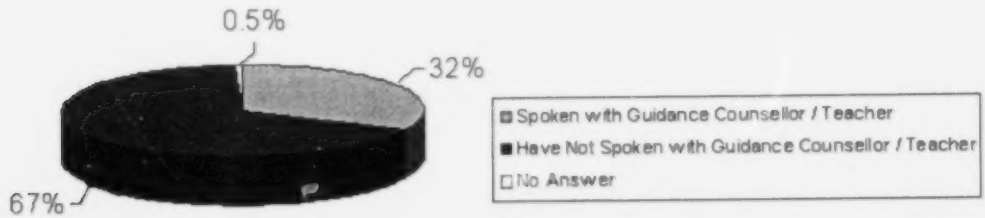


** multiple responses allowed*

4.2 Access to Career Resources

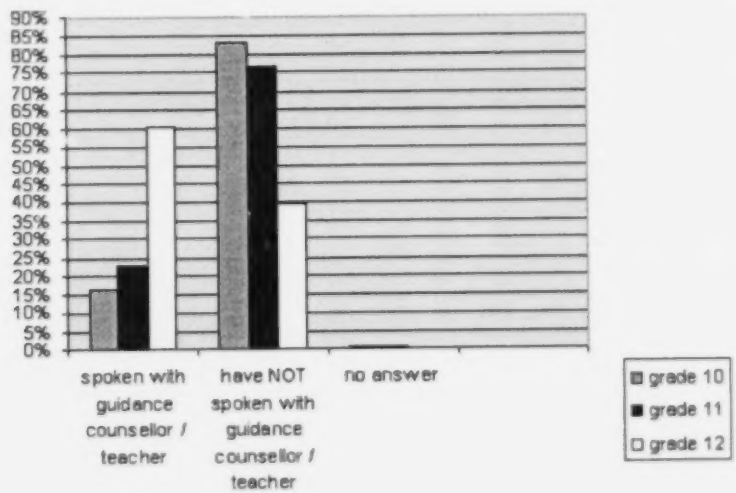
More than two-thirds (67%) of all the students surveyed reported they have not spoken with a teacher or guidance counsellor about their careers plans upon graduation from high school. See Figure 4.2.1 Most of those who haven't, 72%, do plan to speak with a teacher/guidance counsellor prior to graduation.

Figure 4.2.1 Students Speaking to Guidance Counsellor / Teacher About Career Plans



The percentages of students who have spoken with a teacher or guidance counsellor vary by grade level. Eighty-three percent of Grade 10 students reported they have NOT spoken with a teacher or guidance counsellor about career plans. However, this was much lower for Grade 12 students, with 40% who have not. See Figure 4.2.2.

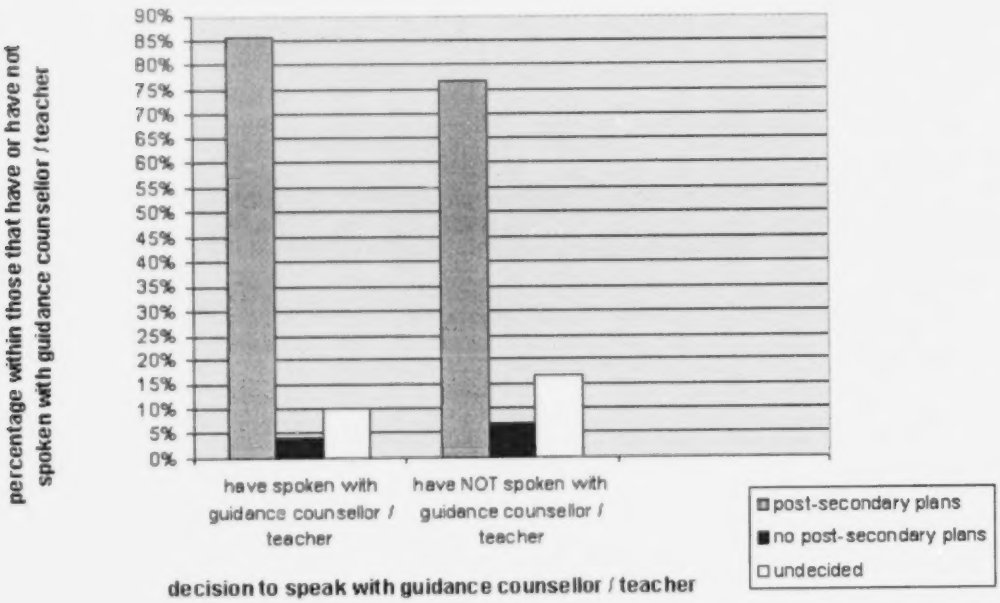
Figure 4.2.2 Students Speaking to Guidance / Teachers Regarding Career Plans by Grade



Slightly more of the students who indicated they have NOT spoken with a teacher or guidance counsellor about career plans were male(53%).

It is interesting to note that over three-quarters (77%) of the 2,471 students who have NOT spoken with a teacher/guidance counsellor about career plans upon graduation intend to pursue post-secondary education. See Figure 4.2.3. Similarly, over two-thirds of those planning to enroll in post-secondary education have not spoken with a teacher or guidance counsellor about career plans.

Figure 4.2.3 Comparison of Students With or Without Post-secondary Plans and Decision to Speak to Guidance / Teachers About Career Plans

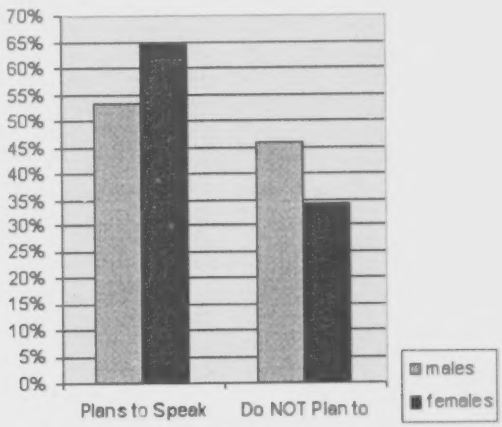


About 72% of the 1189 students who had spoken with a teacher/guidance counsellor reported they received useful information regarding future job opportunities in Newfoundland and Labrador. However, about 28% said they did not receive useful information about job opportunities. The information such as:

- available options/careers (n= 48 students)
- general information on specific careers (n= 34)
- post-secondary courses required for specific careers (n=23)
- salaries for jobs (n=14)
- high school course prerequisites for university (n=10)
- opportunities in NL (n=9)
- tuition costs (n=6)

Over one-half of the students (2,154 students) said prior to graduation they plan to speak with a career specialist outside of school, such as career counsellors at post-secondary institutions or Human Resources Skills Development Canada (HRSDC) offices, about career plans. About 65% of female participants compared to only 53% of male participants said they plan to speak with a career specialist outside of school about career plans. See Figure 4.2.4.

Figure 4.2.4 Speak with Career Specialist Outside School About Career Plans by Gender



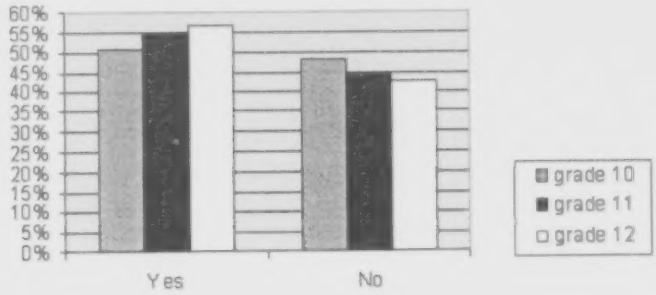
Forty percent (600 students) of those not planning to speak with a career specialist about their future career plans, prior to graduation, said "I already know exactly what I want to do,"while a further 23% (340 students) said "I am not ready to make career plan decisions." Other reasons identified include:

- it is none of their business (n= 337 students)
- they won't be able to help me (n=177)
- they do not have the information that I am looking for (n=159)
- it is too difficult to get an appointment with them (n=96)
- it isn't necessary to speak with a career specialist (n=27)
- I can do it myself (n=19)
- I've been speaking with parents and family members about this issue (n=16)
- I haven't thought about going to see one (n=16)
- there isn't a career specialist around here (n=15)
- I do not know how to contact any 'career specialist' outside of school (n=14)
- they will try to change my mind (n=2)

A career education course is offered in some high school curriculums. The individual high schools determine if a career education course will be available for their students. Students were asked if they were aware that a career education course was offered in high school. Almost one-

half (45%) were not aware of any career education course offered through their school. This percentage was fairly consistent across the three Grade levels. See Figure 4.2.5. Those who knew career education was offered at their school gave conflicting answers when asked if it was required to graduate from high school - 37% didn't know, 27% said yes, and 35% said no.

Figure 4.2.5
Awareness of High School Career Education Course



A very high percentage (88%) of respondents said a career education course **should** be offered at their school. See Figure 4.2.6. This percentage was consistent across all three grade levels. There was also little variation by gender, with the split being almost 50-50.

Figure 4.2.6 Offering Career Education in High School

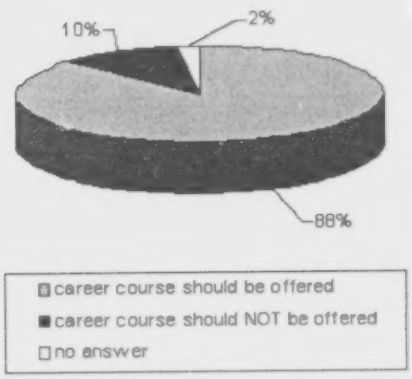
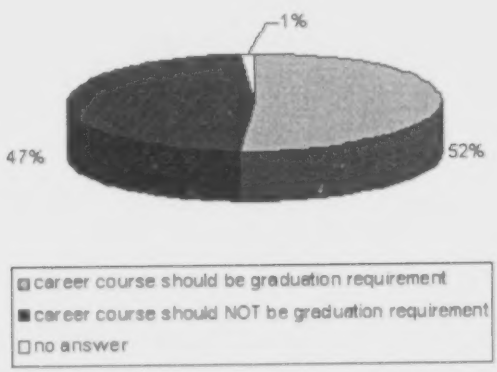


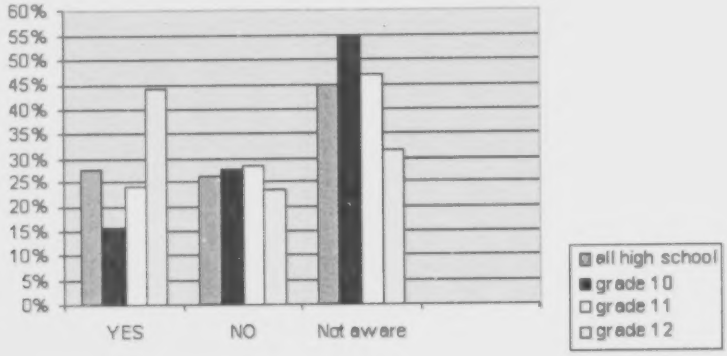
Figure 4.2.7 Career Education Course as High School Graduation Requirement



Over one-half (52%) of the 3,220 students who said a career education course should be offered also felt it should be a required course for high school graduation. See Figure 4.2.7. Again, this percentage was consistent across all three grade levels, as well as by gender.

CHOICES program is a career-focused computer program that incorporates academic and general interests in providing individualistic lists of career options available for students. Almost one-half of all students (45%) said they were not aware of the CHOICES program. See Figure 4.2.8. There were no differences by gender for this question. However, awareness and usage both increased with higher grade levels.

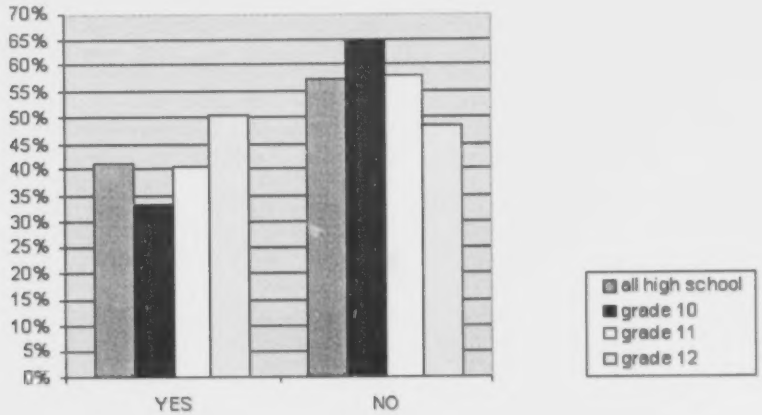
Figure 4.2.8
CHOICES Use by High School Students



About 65% of students who are aware of the CHOICES program said it is offered at their school, while about 22% were unsure if it was offered.

More than one-half (57%) of all students have not voluntarily participated in any career planning activities outside of school hours. This percentage decreases with grade level, with higher percentages of Grade 10 students compared to Grade 11 or Grade 12 students not having participated in career planning activities outside of school. See Figure 4.2.9. Similar proportions of males and females (about 58%) had not voluntarily taken on any career planning activities outside of school hours.

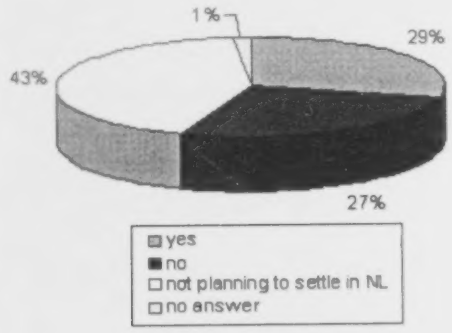
FIGURE 4.2.9 Participation in Career Planning Activities Outside of School Hours



4.3 Knowledge of Employment Opportunities in Newfoundland & Labrador

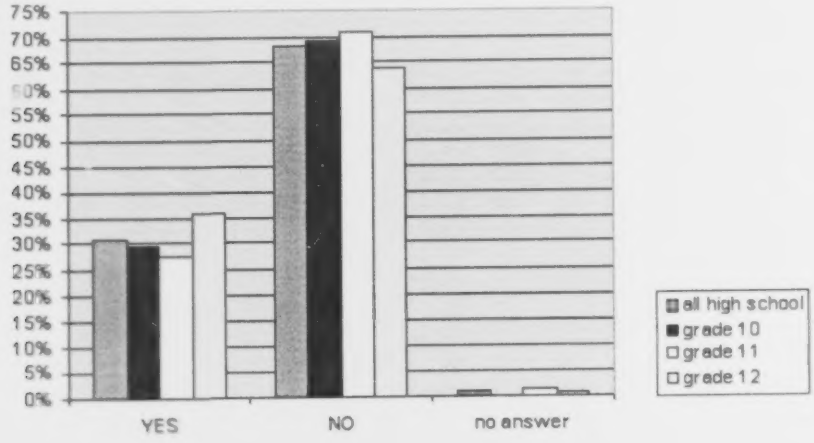
Forty-three percent of the students reported they do not plan on settling in Newfoundland and Labrador so have not planned nor intend to plan high school course selections in accordance with possible future job opportunities in the province. See Figure 4.3.1.

Figure 4.3.1 Selecting High School Courses According to Possible Job Opportunities in NL



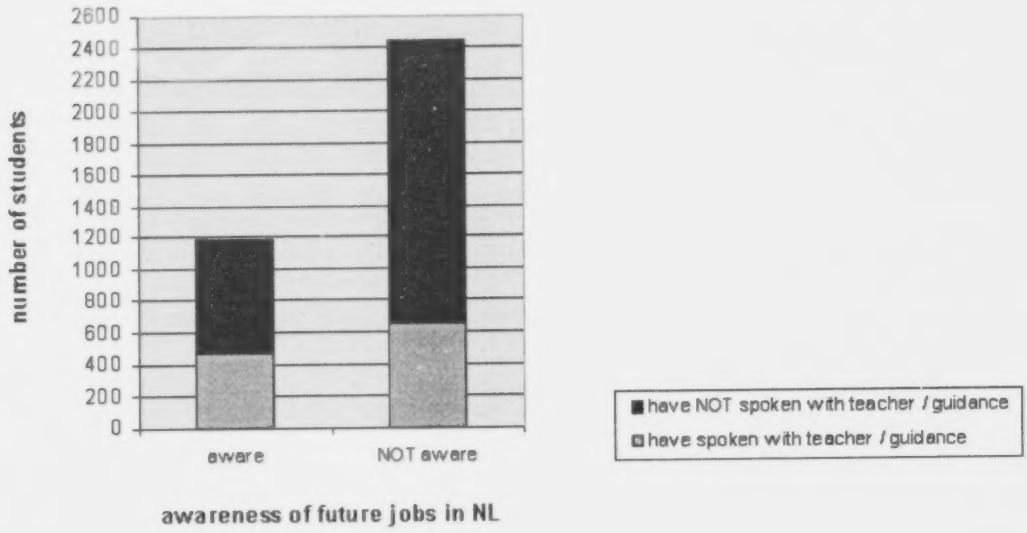
Over two-thirds (68%) of respondents are not aware of **any** future job opportunities in Newfoundland and Labrador. See Figure 4.3.2. This percentage was consistent in the three grade levels, as well as for males and females.

Figure 4.3.2 Awareness of Future Job Opportunities in NL



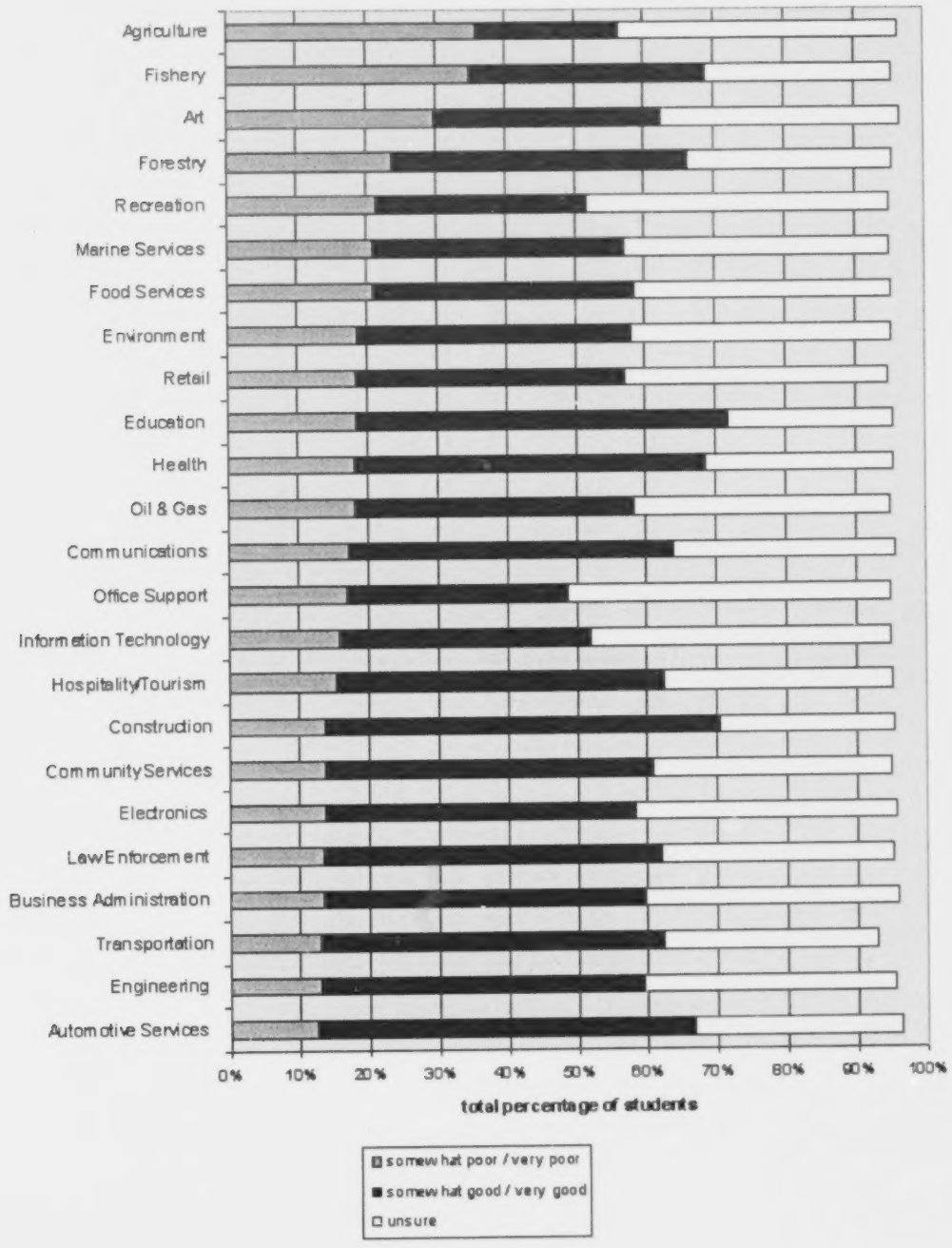
It is interesting to report that almost three-quarters (72%) of those who stated they are not aware of any future job opportunities in Newfoundland and Labrador had not spoken with a teacher or guidance counsellor about career plans upon graduation from high school. See Figure 4.3.3

Figure 4.3.3 Awareness of Future Job Opportunities in NL and Decision to Speak or Not to Speak with a Teacher or Guidance Counsellor About Career Plans



Students were asked to rate various industry sectors on how they think the future looks for potential job opportunities in Newfoundland and Labrador. See Figure 4.3.4. As shown, the Construction, Automotive Services, Education, Health, and Transportation sectors received the highest percentages for a **somewhat good or very good** rating, with combined percentages of 57%, 54%, 54%, 50%, and 49%, respectfully. Those sectors with the highest percentages in the **somewhat poor or very poor** rating were Agriculture (36%), Fishery (35%), and Art (30%). Some sectors including Forestry, Recreation, and Marine Services followed closely behind with poor ratings. The results show that many surveyed were unsure of the future job opportunities in many of the sectors, with most of the percentages in the unsure category in the range of 30 % plus.

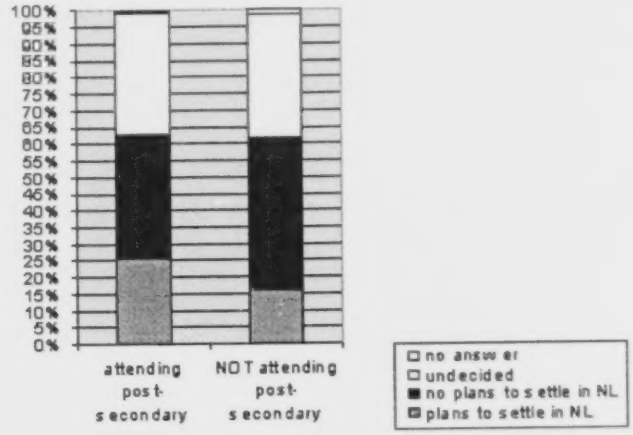
Figure 4.3.4 Future Job Potential in Industry Sectors Rated by High School Students



4.4 Decision to Stay or Leave

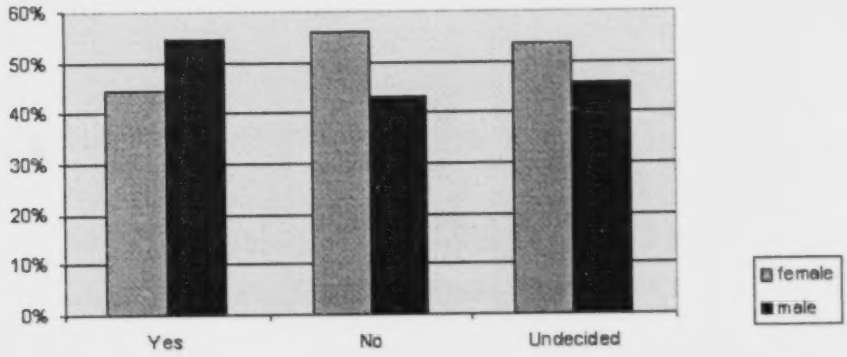
Over one-third of those students planning to attend post-secondary education (38%) do not plan to settle in Newfoundland and Labrador upon graduation from post-secondary, and a further 37% are undecided about leaving. A further 83% of those who said they will not attend or are undecided about post-secondary education either plan to leave Newfoundland and Labrador or are undecided. See Figure 4.4.1. The results to this question was similar across Grades 10, 11, and 12, with a slightly higher percentage of Grade 12 students planning to settle in the province.

Figure 4.4.1
Plans to Settle or Not to Settle in NL - Students With vs Students Without Post-secondary Plans



More males (55%) than females (45%) said they intended to settle in Newfoundland and Labrador after graduation from a post-secondary program. However, fewer males (46%) were undecided about their future plans to settle in the province after post-secondary graduation compared to females (54%). See Figure 4.4.2.

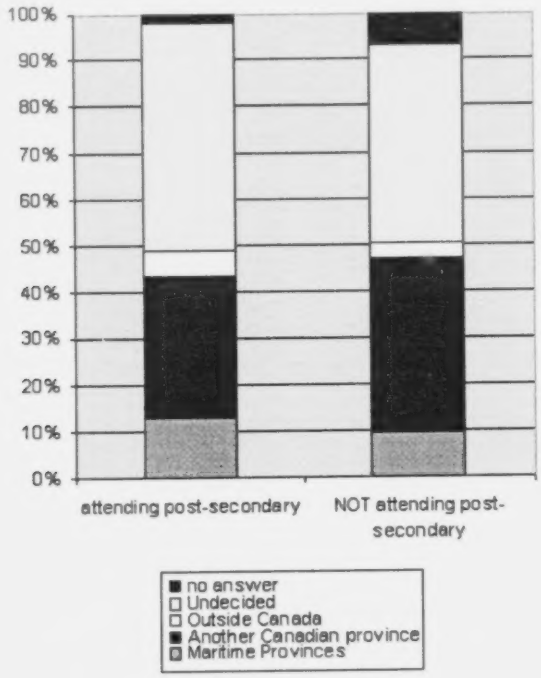
Figure 4.4.2 Plans to Settle in NL Upon Graduation from Post-secondary



Fifteen percent of all students surveyed would consider settling in their hometown, and a further 36% of all surveyed were undecided on where they plan to settle.

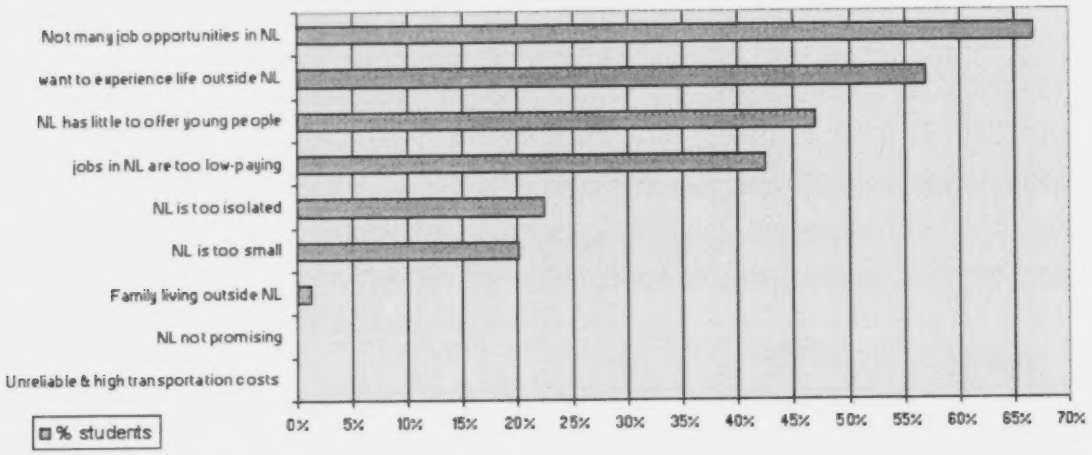
Most of those who said they are going to the Maritime provinces plan to settle in Nova Scotia after post-secondary graduation (78%). Close to half of those students planning to settle in another Canadian province chose Ontario. See Figure 4.4.3.

Figure 4.4.3 Plans of High School Students to Settle Outside NL



Of those planning to leave Newfoundland and Labrador upon graduation from a post-secondary program, various reasons for leaving were identified. See Figure 4.4.4. Two-thirds (66.6% or 1,444 students) state they are leaving because *"there are not many job opportunities in Newfoundland and Labrador."*

Figure 4.4.4 Reasons Given for Not Settling in NL Upon Graduation from Post-secondary *



** multiple responses allowed*

4.5 General Comments

Less than one percent of students surveyed provided additional comments. Some comments included:

- "Newfoundland and Labrador does not have a lot to offer young people." (n=5)
- "You should create more jobs to keep young people in Newfoundland."(n=5)
- "Youth are forced to leave the province to find work as there is no future here." (n=1)
- "Guidance counsellor should be more available." (n=1)
- "More money needs to be invested in the economy." (n=1)
- "With motivation we can bring Newfoundland and Labrador back to life." (n=1)

5.0 School District Analysis

Each school board has been provided with the raw data of this survey for their respective school districts. As this research is a part of a regional human resources strategy, it was thought that regional data only would be analyzed. However, for the purpose of the school boards, the attached tables in Appendix G compare all three districts for various responses to questions in the student survey.

6.0 Conclusion

A response rate of 85 percent by high school students in the Cormack-Grenfell region, with approximately equal gender and grade representation, allowed for clear concluding research findings.

Post-secondary and Career Plans

Most high school students (80%) plan to pursue a post-secondary education, with more females than males having these plans.

University is the top choice for post-secondary training (56%), followed with community college (18%), and then a trade or technical institute (9%). However, a higher percentage of Grade 12 students (27%) plan to attend community college, compared with students in Grade 10 or 11. More females (62%) than males (38%) have plans for university, while this is the reverse for those with plans to attend a trade or technical institution.

Less than one half of students (44%) planning post-secondary training will do so in Newfoundland and Labrador. More Grade 12 students than Grade 10 or 11 students plan to stay in the province to attend post-secondary. However, many (24%) were undecided.

Memorial University (46%) was the top choice for those students planning to attend post-secondary within the province, with 12 % of these specifying Sir Wilfred Grenfell College. College of the North Atlantic (19%) was the next choice.

Many high school students are undecided on a career choice. However, the most common choices for those who have made decisions on career choices are in health care (nurses, doctors, psychology, pharmacy, physiotherapy, etc.), skilled trades (heavy equipment operator, welding, automotive repair, cooking, etc.), law enforcement and practice, computer studies, and teaching. Traditional gender patterns are followed with these choices. For example, more females than males chose to pursue nursing as a profession, while a much larger percentage of males than females have career plans in skilled trades.

Access to Career Resources

More than two-thirds of all high school students had not spoken with a teacher or guidance counsellor regarding career plans. As expected, this percentage is higher for the Grade 10 students (80%) compared to the Grade 12 students (40%). There was very little gender variation. Further, three-quarters of those who haven't spoken with a teacher or guidance counsellor, are planning to pursue a post-secondary education. For those students that did speak with a teacher or guidance counsellor, the majority reported receiving good information. Some students indicated

they speak with parents and family regarding career plans.

A career education course is sometimes offered in the high school curriculum. Almost one half of high school students were not aware of such course offered at their school. However, most students (88%) felt it should be offered and over one half felt it should be a graduation requirement.

CHOICES program is a "career-focused" computer program that incorporates academic and general interests in providing individualistic lists of career options available for students. Almost one-half of students are not aware of the CHOICES program. Sixty five percent of those that were aware said it was offered at their school.

More than half of all students have not voluntarily participated in any career planning activities outside school.

Knowledge of Employment Opportunities in Newfoundland & Labrador

Over two-thirds of students are not aware of any future job opportunities in the province of Newfoundland and Labrador. Males and females were consistent with this percentage. Grade 12 students were only slightly more aware than the Grade 10 or 11 students.

Students are not sure where many industry sectors sit in terms of future potential. Their responses indicated they are not informed about future job opportunities in the province. Almost three-quarters of those who are not aware of future jobs had not spoken with a teacher or guidance counsellor regarding career plans. Students are clearly not availing of guidance to discuss job opportunities within Newfoundland and Labrador.

Decision to Stay or Leave

About one quarter (26%) of students plan to settle in Newfoundland and Labrador after completion of post-secondary training, while 37% are undecided. An even smaller percentage of those not attending post-secondary are planning to settle in the province. More males than females plan to settle in Newfoundland and Labrador, and 15 percent of all students surveyed would consider settling in their hometown.

Most students who are planning to leave Newfoundland and Labrador specified job-related reasons as why they plan to leave. Many did not see the province as having much to offer in the future.

Appendix A : Human Resources Strategic Goal

Coordinate the development of a comprehensive Human Resources Strategy for the region.

STRATEGIC DIRECTION : Development and Retention of Human Capital

OBJECTIVES		
1. Develop a Human Resources Strategy to disseminate regional labor market information to (1) students / youth, (2) employers and (3) communities 2. Provide regional labor market information services to consumers in a coordinated manner. 3. Provide guidance to social and economic departments of government regarding strategic investments in human capital that will employ post secondary graduates in their areas of education and training. 4. Provide guidance to communities on their role in retaining individuals and merging them into appropriate areas where economic opportunities exist.		
ACTIONS	**INPUTS**	**OUTPUTS**
1. Establish a Directional Team with Terms of Reference	• Career Development Professionals • Compile all relevant human resource information from the private and public sector	• Directional team is established by Summer 2001 • **Human Resource Strategy** is created and delivered by Winter 2002
2. Develop a survey to administer to youth and expatriates re: out-migration	• Assistance from Newfoundland Statistics Agency to develop survey	• Survey is completed and distributed • Increased understanding of why people are out migrating

3. Develop a regional communication strategy for human resources information	• Directional Team and Communications sub-committee • Memorandum of Understanding is developed to deliver human resource information as a part of employer operational routines.	• Communication strategy is developed and implemented by Winter 2002. • Human resource information is successfully delivered. • Memorandum Of Understanding is developed and signed by regional partners.
ACTIONS	**INPUTS**	**OUTPUTS**
4. Establish partners with federal, provincial, municipal, Labor & Industry	• Information on successful ventures such as apprenticeships from other provinces & countries.	• Pilot initiatives which have a preventative approach to dealing with human resource shortages
5. Develop a regional model for a Skills Based Tracking Registry	• Information on the existing skill base of people and students residing in the Region • Input from Directional Team	• Skills Based Tracking Registry is developed by the Winter of 2002
6. Create a Regional Recruitment Brochure	• Gather marketing information from zone boards, DDRR and other relevant partners. • Development support to create the brochure	• Regional Recruitment Brochure (hard copy and web based) is developed and in circulation by Summer 2003.
7. Establish computerized mechanism to monitor, review and revise the Human Resources Strategy on an annual basis.	• Make appropriate contact with private and public sectors to update information.	• An updated document providing current information is released bi-annually.

INTERMEDIATE OUTCOMES

- Percentage of students and parents that have knowledge of the labor market increases
- Percentage of employers that have knowledge of human resource development, planning and labor market information increases.
- Percentage of training sessions delivered by Department of Development and Rural Renewal and Zonal Boards which incorporate labor market information and human capital development has increased
- Percentage of employers accessing Skills Based Tracking Registry increases in the region
- Percentage of graduates accessing the Skills Tracking Registry as a job searching tool increases
- Percentage of Recruitment Brochures in circulation increases

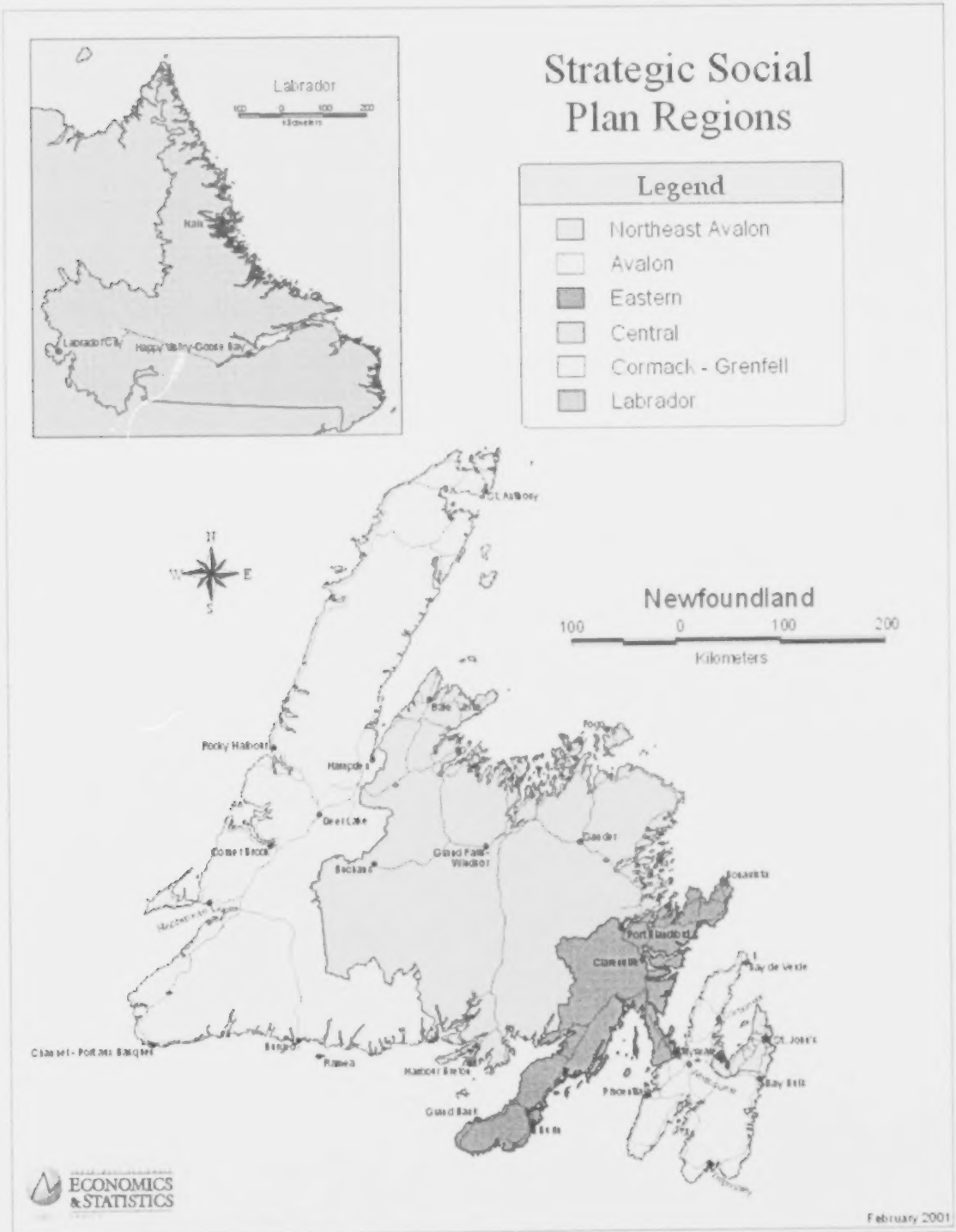
LONG TERM OUTCOMES

- Increased levels of post secondary participation in the whole region
- Increased levels of relevant post secondary education in communities where there is economic potential
- Increased percentages of post secondary students remaining in the region
- Increased percentages in the employment of post secondary graduates
- Reduction in staff shortages of specific sectors
- Increases in industry matches between the private sector, post secondary institutions and potential students
- Percentage of employers participating in the training and development of staff has increased. Eg. Certification of service industry staff
- Percentage of employers that have adopted proactive approaches to recruiting and retaining staff has increased Eg. Apprenticeship programs

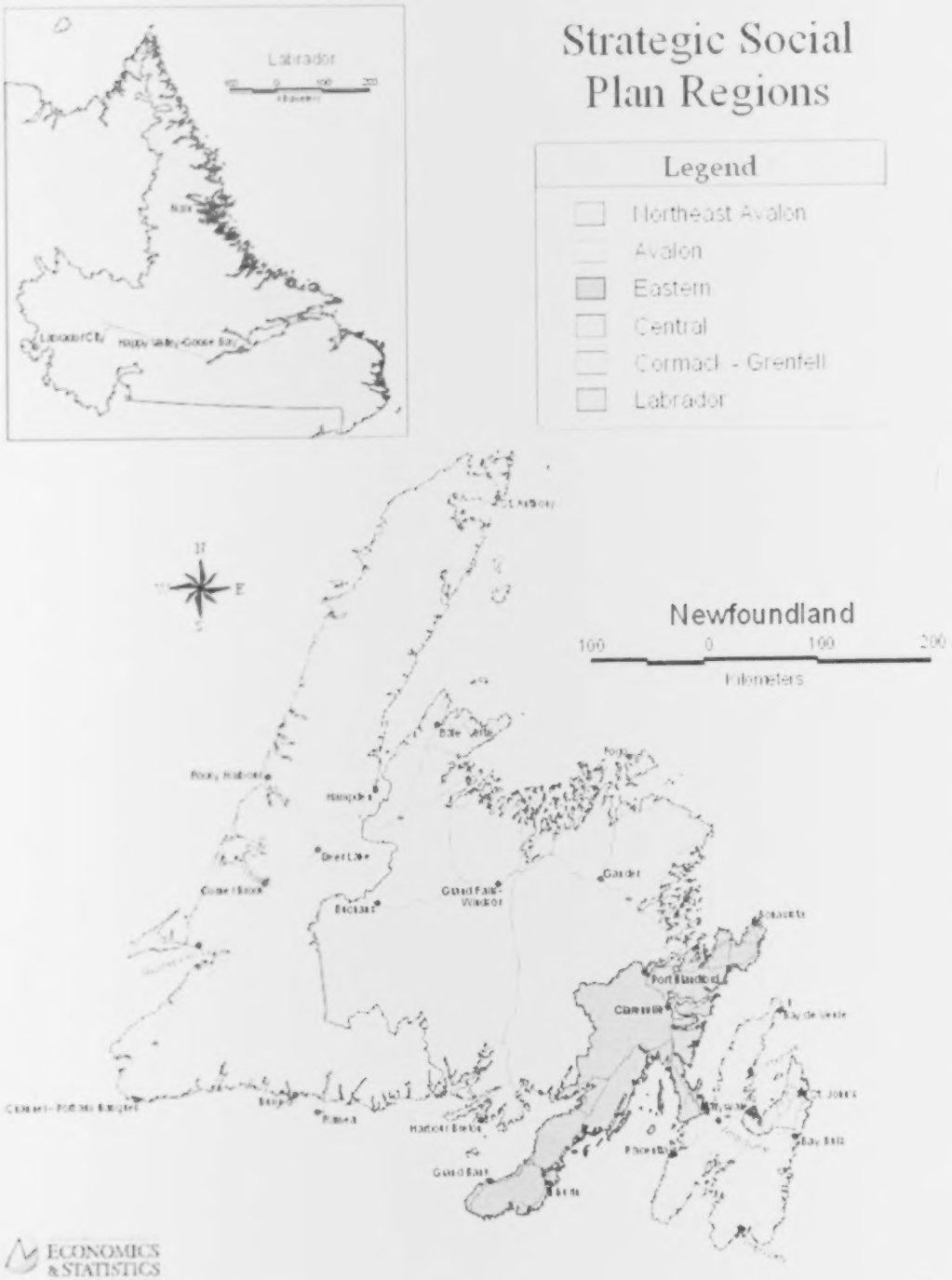
Appendix B : Human Resources Directional Team

Joe Arruda	Assistant Director of Personnel, School District #4 (Cormack Trail School Board) *(HR Team Member: November 2003 - present)*
John Davis	Planning Specialist, Department of Innovation, Trade and Rural Development
Paul Graham	Career Development Specialist, Department of Human Resources, Labour and Employment
Doris Hancock	Regional Planner, Cormack-Grenfell Regional Strategic Social Plan *(HR Team Member: February 2002 - present)*
Joanne Kendrick	Human Resources Researcher, Cormack-Grenfell Regional Strategic Social Plan
Bev Kirby	Director, Community Education Network *(HR Team Member: December 2003 - present)*
Violet Pack	Guidance Counsellor, School District # 4 (Cormack Trail School Board) *(HR Team Member: December 2003 - present)*
Danny Park	Labour Market Specialist, Human Resources Skills Development Canada
Richard Parsons	Assistant Director of Personnel, School District #3 (Corner Brook/Deer Lake/St. Barbe) *(HR Team Member: September 2001 - April 2003)*
Amanda Stratton	Graduate Student, College of the North Atlantic (Corner Brook campus) *(HR Team Member: June 2002 - February 2004)*
Alicia Sutton	Regional Planner, Labrador Regional Strategic Social Plan, and former Regional Planner of Cormack-Grenfell Regional Strategic Social Plan *(HR Team Member: September 2001 - February 2002)*
Shawn Wells	Guidance Counsellor, School District # 2 (Northern Peninsula/Labrador South) *(HR Team Member: September 2001 - June 2003)*

Appendix C : Map of Strategic Social Plan Regions

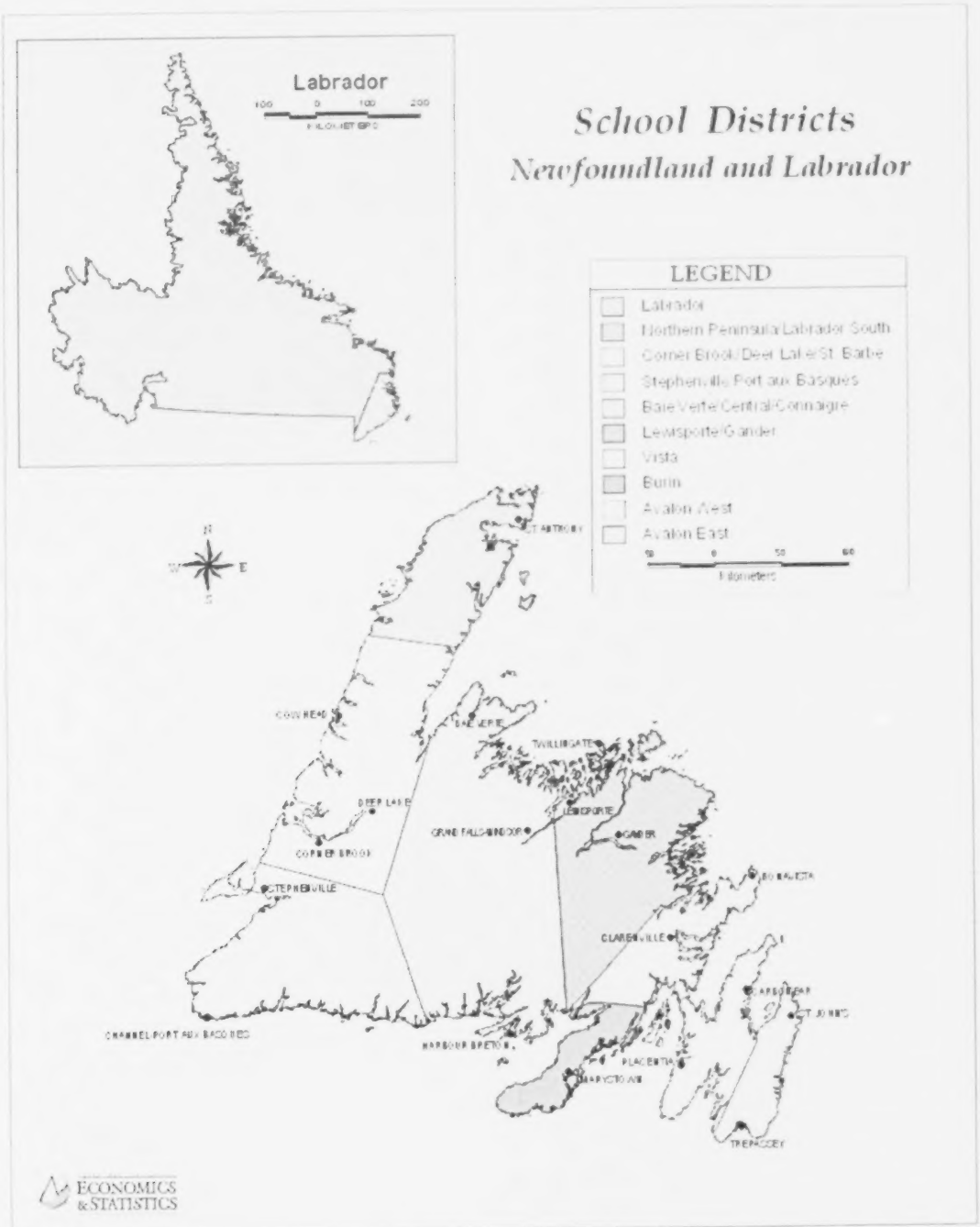


Appendix C : Map of Strategic Social Plan Regions

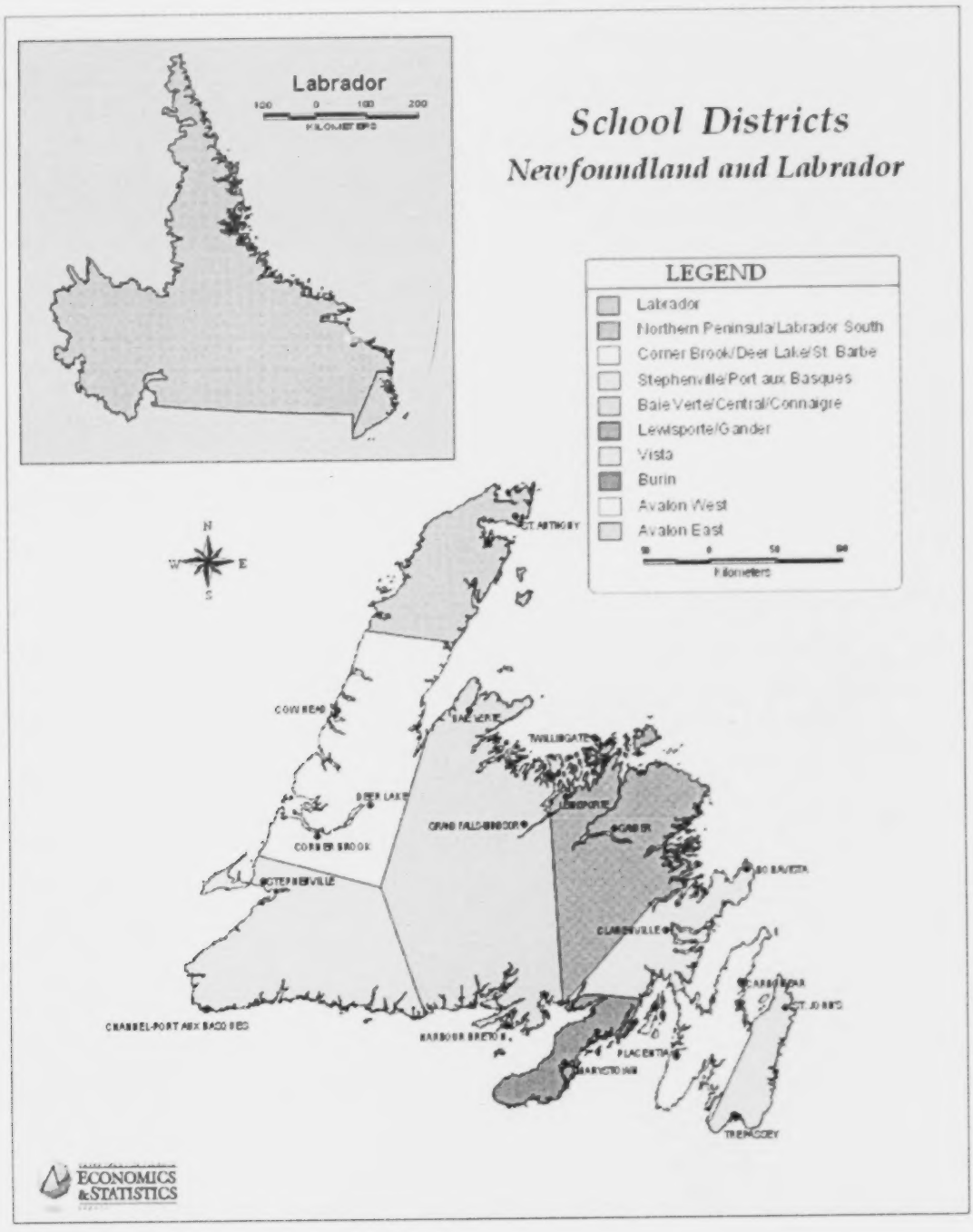


February 2001

Appendix D : Map of School Districts



Appendix D : Map of School Districts



Appendix E : Student Survey

The following survey is being conducted by the Cormack-Grenfell Regional Strategic Social Plan, an initiative of the Government of Newfoundland & Labrador. The purpose of this survey is to gather information on students' post-secondary plans, career plans, and their knowledge of career opportunities in the province. This information will be used to create new services for youth and to plan a strategy to ensure that students are receiving adequate career-related information useful in making long-term career plans. The students will benefit from taking time to complete this survey. Confidentiality is guaranteed.

Please DO NOT write your name on this survey!!!

Demographics

School: _____ Grade/Level: _____

Community/Town of School: _____

Gender: ❑ Male ❑ Female

Part A

1. After graduation from high school, do you plan to pursue post-secondary education?
   (ie. Trade School, Community College, University)

   ❑ Yes ❑ No **(go to Part B)** ❑ Undecided **(go to Part B)**

2. What type of education program do you plan to pursue?
   (ie. nursing, police force, teaching, business, heavy equipment, computer studies, etc.)

   _____ ❑ Undecided **(go to Q#4)**

3. What is the main reason(s) you are interested in enrolling in this type of program?
   (Check all that apply)

   ❑ to become more educated
   ❑ to get a job anywhere
   ❑ to start my own business anywhere
   ❑ to get a job in Newfoundland & Labrador
   ❑ to start my own business in Newfoundland & Labrador
   ❑ other _____

4. What type of institution do you plan to attend?

- ❑ trade/technical *(ie. Academy Canada, Atlantic Aviation Academy, Keyin Tech)*
- ❑ community college *(ie. College of the North Atlantic, Marine Institute, Holland College)*
- ❑ university (ie. *Memorial University of Newfoundland, Grenfell College, etc.)*
- ❑ other _____
- ❑ undecided

5. **a)** Where do you plan to attend school?

- ❑ within Newfoundland & Labrador (specify school)_____**(Go to Q#5b)**
- ❑ within maritime provinces (specify school & province)_____
  (Nova Scotia, New Brunswick, or PEI) _____**(Go to Q#5c)**
- ❑ within another Canadian province (specify school & province)_____
  _____**(Go to Q#5c)**
- ❑ outside of Canada (specify country)_____**(Go to Q#5c)**
- ❑ undecided **(go to Q#6)**

b) What is your main reason(s) for planning to attend school within Newfoundland & Labrador?
(Check all that apply)

- ❑ better reputation of school
- ❑ program not offered outside of Newfoundland & Labrador
- ❑ want to stay in Newfoundland & Labrador
- ❑ cheaper tuition fees
- ❑ easier to become accepted into program than schools outside of Newfoundland & Labrador
- ❑ length of program is shorter
- ❑ have scholarship
- ❑ personal reasons
- ❑ cost of living too high/expensive outside of Newfoundland & Labrador
- ❑ other _____

c) What is the main reason(s) for planning to attend school outside of the province of Newfoundland & Labrador? **(Check all that apply)**

- ❑ better reputation of school
- ❑ program not offered in Newfoundland & Labrador
- ❑ want to leave Newfoundland & Labrador
- ❑ cheaper tuition fees
- ❑ easier to become accepted into program than Newfoundland & Labrador schools
- ❑ length of program is shorter
- ❑ have scholarship elsewhere
- ❑ personal reasons
- ❑ cost of living too high/expensive within Newfoundland & Labrador
- ❑ other _____

6. After graduation from a post-secondary education program, are you hoping to settle in Newfoundland & Labrador?

❑ Yes ❑ No **(go to Q#8)** ❑ undecided **(go to Q#8)**

7. Would you consider settling in your home town of **(specify hometown)** _____?

❑ Yes (Why) _____ **(go to Part C)**

❑ No (Why Not) _____ **(go to Part C)**

8. Where would you like to settle after you graduate from a post-secondary education program?

- ❑ within maritime provinces (specify province) _____
  (Nova Scotia, New Brunswick, or PEI)
- ❑ within another Canadian province (specify province) _____
- ❑ outside of Canada (specify country) _____
- ❑ undecided

9. Why do you plan to leave Newfoundland & Labrador? **(Check all that apply)**

- ❑ not many job opportunities in Newfoundland & Labrador
- ❑ want to experience life outside of Newfoundland & Labrador
- ❑ jobs in Newfoundland & Labrador are too low-paying
- ❑ Newfoundland & Labrador is too small
- ❑ Newfoundland & Labrador is too isolated
- ❑ Newfoundland & Labrador has little to offer for young people
- ❑ other _____

Go to Part C

Part B

10. After graduation from high school, are you hoping to settle in Newfoundland & Labrador?

❑ Yes ❑ No **(go to Q#12)** ❑ undecided **(go to Q#12)**

11. Would you consider settling in your home town of **(specify hometown)**_____?

❑ Yes (Why)_____ **(go to Part C)**

❑ No (Why Not)_____ **(go to Part C)**

12. Where would you like to settle after you graduate from high school?

❑ within maritime provinces (specify province)_____
(Nova Scotia, New Brunswick, or PEI)

❑ within another Canadian province (specify province)_____

❑ outside of Canada (specify country)_____

❑ undecided

13. Why do you plan to leave Newfoundland & Labrador? **(Check all that apply)**

❑ not many job opportunities in Newfoundland & Labrador

❑ experience life outside of Newfoundland & Labrador

❑ jobs in Newfoundland & Labrador are too low-paying

❑ Newfoundland & Labrador is too small

❑ Newfoundland & Labrador is too isolated

❑ Newfoundland & Labrador has little to offer for young people

❑ other _____

Go to Part C

Part C

14. Are you aware of any future job opportunities in Newfoundland & Labrador?

❑ Yes ❑ No **(go to Q#16)**

15. Please specify the occupation(s) and the related employer(s) of future job opportunities in Newfoundland & Labrador in of which you are aware. **(Check all that apply).**

(ie. ☒*Forestry (specify) Logger; Corner Brook Pulp & Paper*
☒*Health (specify) Nurse; Grenfell Regional Health Services*

❑ Agriculture *(farmer, .etc)* (specify)_____
❑ Art *(musician, actor, photographer,etc)* (specify)_____
❑ Automotive Services *(mechanic, salesperson, etc)* (specify)_____
❑ Business Administration *(accountant, bank teller, investor, etc)* (specify)_____
❑ Communications *(journalist, radio announcer, publicist ,etc)* (specify)_____
❑ Community Services *(social worker, addictions counselor, career specialist, etc)* (specify)_____
❑ Construction *(architect, carpenter, heavy equipment operator, etc)* (specify)_____
❑ Education *(teacher, guidance counselor, librarian, etc)* (specify)_____
❑ Electronics *(technician, salesperson, repair/installation worker, etc)*(specify)_____
❑ Engineering *(civil engineer, electrical engineer, mechanical engineer, etc)* (specify)_____
❑ Environment *(geologist, environmental technician, etc)* (specify)_____
❑ Food Services *(chef, caterer, waitress, restaurant manager, etc)* (specify)_____
❑ Fishery *(biologist, fishery officer, plant worker, etc)* (specify)_____
❑ Forestry *(logger, forester, labourer, engineer, etc)*(specify)_____
❑ Health *(nurse, doctor, x-ray technician, nutritionist, physiotherapist, etc)*(specify)_____
❑ Hospitality/Tourism *(housekeeping, tour guide, hotel manager, etc)*(specify)_____
❑ Information Technology *(programmer, computer technician, sales, etc)*(specify)_____
❑ Law Enforcement *(police/correctional officer, lawyer, paralegal, etc)* (specify)_____
❑ Marine Services *(fisheries officer, engineer, deckhand, etc)*(specify)_____
❑ Oil & Gas *(driller, petroleum engineer, construction worker, etc)*(specify)_____
❑ Office Support Services *(secretary, researcher, assistant, etc)*(specify)_____
❑ Recreation *(coach, recreation director, athlete, etc)*(specify)_____
❑ Retail *(salesclerk, store manager, hairstylist, etc)* (specify)_____
❑ Transportation *(truck driver, air traffic controller, pilot, shipper/receiver)* (specify)_____
❑ other _____

16. Have you spoken with a teacher or guidance counselor regarding your career plans upon graduation from high school?

❑ Yes ❑ No **(go to Q#18)**

17. **a)** Did the teacher or guidance counselor provide you with useful information regarding future job opportunities in Newfoundland & Labrador?

❑ Yes **(go to Q#19)** ❑ No

b) What type of information were you seeking that you were unable to obtain from the teacher or guidance counselor? _____

_____ **(go to Q#19)**

18. Prior to graduation from high school, do you plan to speak with a teacher or guidance counselor regarding your career plans?

❑ Yes ❑ No

19. Prior to graduation from high school, do you plan to speak with a career specialist outside of the school regarding your career plans? *(ie. guidance counselor from post-secondary school, career counselor from HRDC, etc.)*

❑ Yes **(go to Q#21)** ❑ No

20. Why do you choose not to speak with a career specialist or someone with knowledge of the future careers regarding your career plans? **(Check all that apply)**

❑ I have spoken with a teacher or guidance counselor of my high school
❑ they do not have the information that I am looking for
❑ it is none of their business
❑ I already know exactly what I want to do
❑ They won't be able to help me
❑ I am not ready to make career plan decisions
❑ It is too difficult to get an appointment with them
❑ other _____

21. Have you planned or will you plan your high school course selections in accordance with possible future job opportunities in Newfoundland & Labrador so that you are able to settle in Newfoundland & Labrador?

❑ Yes ❑ No ❑ I am not planning to settle in Newfoundland & Labrador

22. Are you aware of a Career Education course offered through your school?

❑ Yes ❑ No **(go to Q#24)**

23. If yes, is it a required course for all students to graduate from high school?

❑ Yes ❑ No ❑ Don't Know

24. Do you think a Career Education course **should** be offered at your school?

❑ Yes ❑ No **(go to Q#26)**

25. Do you think a Career Education course should be **required** for all students to graduate?

❑ Yes ❑ No

26. Have you used the CHOICES program?

❑ Yes **(where)** _____
❑ No
❑ Not aware of this program **(go to Q#28)**

27. Is the CHOICES program offered at your school?

❑ Yes
❑ No
❑ Don't Know

28. Have you voluntarily taken on any career planning activities outside of school hours to help you make a choice regarding you future career? **(For example, job shadowing, speaking with someone in that job, done own research on a particular job, etc.)**

❑ Yes ❑ No

29. Please rate the following industry sectors on how you think the future looks for potential job opportunities in Newfoundland & Labrador: **(Check the appropriate box)**

	Very Poor	somewhat Poor	Unsure	somewhat Good	Very Good
a) Agriculture *(ie. farming)*	❑	❑	❑	❑	❑
b) Art *(ie. music, acting, photography)*	❑	❑	❑	❑	❑
c) Automotive Services *(ie. auto dealerships)*	❑	❑	❑	❑	❑
d) Business Administration *(ie. finances)*	❑	❑	❑	❑	❑
e) Communications *(ie. journalism, TV/radio)*	❑	❑	❑	❑	❑
f) Community Services *(ie. social work)*	❑	❑	❑	❑	❑
g) Construction *(ie. carpentry, road construction)*	❑	❑	❑	❑	❑
h) Education *(ie. teaching.)*	❑	❑	❑	❑	❑
i) Electronics *(ie. repair/installation, sales)*	❑	❑	❑	❑	❑
j) Engineering *(ie. civil, mechanical, electrical)*	❑	❑	❑	❑	❑
k) Environment *(ie. geology, environmentalists)*	❑	❑	❑	❑	❑
l) Food Services *(ie. chef, waitress, caterer)*	❑	❑	❑	❑	❑
m) Fishery *(ie. biologist, fishing patrol)*	❑	❑	❑	❑	❑
n) Forestry *(ie. loggers, labourers, foresters)*	❑	❑	❑	❑	❑
o) Health *(ie. nursing, doctors, technicians)*	❑	❑	❑	❑	❑
p) Hospitality/Tourism *(ie. tourguides, hotels)*	❑	❑	❑	❑	❑
q) Information Technology *(ie. programming)*	❑	❑	❑	❑	❑
r) Law Enforcement *(ie. police, lawyer)*	❑	❑	❑	❑	❑
s) Marine Services *(ie. fishing patrol)*	❑	❑	❑	❑	❑
t) Oil & Gas *(ie. drilling, engineers)*	❑	❑	❑	❑	❑
u) Office Support (ie. secretary, research)	❑	❑	❑	❑	❑
v) Recreation *(ie. coaching, planner)*	❑	❑	❑	❑	❑
w) Retail *(ie. department stores, hairstylists)*	❑	❑	❑	❑	❑
x) Transportation *(ie. truck driving, shipping.)*	❑	❑	❑	❑	❑
y) other_____	❑	❑	❑	❑	❑

30. If you have any further comments related to the areas covered in the survey, please add these comments here.

_____

_____

_____

_____

_____

_____

_____

_____

_____

_____

_____

_____

Thank you for your time and cooperation.

Appendix F : School Enrollments

School Name	# of students			
	Grade 10	Grade 11	Grade 12	total
School District #2				
Basque Memorial	9	2	11	22
Bayview Regional Collegiate	22	18	24	64
Canon Richards High	20	24	26	70
D.C. Young School	7	15	3	25
Harriot Curtis Collegiate	55	57	49	161
James Cook Memorial	5	5	7	17
Mary Simms All Grade	4	8	5	17
Mountain Field Academy	27	19	20	66
Mountain View Collegiate	23	31	18	72
Our Lady of Labrador	8	7	4	19
Raymond Ward Memorial	1	0	0	1
Roncalli Central High	51	61	33	145
Sacred Heart All Grade	10	4	9	23
St. Augustine's Central High	48	37	37	122
St. Joseph's All Grade	2	5	4	11
St. Lewis Academy	4	5	4	13
St. Mary's All Grade	10	3	7	20
William Gillett Academy	3	11	6	20
			total	888

School Name	# of students			
	Grade 10	Grade 11	Grade 12	total
School District #3				
Bonne Bay Academy	12	7	9	28
Cow Head School Complex	25	31	23	79
Elwood Regional High	117	111	84	312
Hampden Academy	11	6	14	31
Herdman Collegiate	145	137	147	429
Holland's Memorial Central High	23	31	33	87
Holy Cross All Grade	9	1	2	12
Jakeman All Grade	9	16	11	36
Main River Academy	21	15	15	51
Pasadena Academy	52	61	48	161
Regina High School	149	178	156	483
St. James All Grade	10	16	11	37
Templeton Collegiate	55	56	62	173
			total	1919

School Name	# of students			
	Grade 10	Grade 11	Grade 12	total
School District #4				
A.J. Matthews/St. John	22	28	31	81
All Saints All Grade	5	7	2	14
Appalachia High	87	73	69	229
Belanger Memorial School	22	24	34	80
E.A. Butler	36	19	24	79
Grandy's River Collegiate	25	29	22	76
Pathfinder/Directions Alternative	3	3	3	9
Piccadilly Central High	72	68	39	179
St. Boniface All Grade	10	3	10	23
St. James Regional High	92	82	80	254
St. Simon/St. Jude Academy	4	2	1	7
Stephenville High	142	188	160	490
			total	1521

Appendix G : List of Tables and Figures

Tables

Table 1.1 Demographic Information of School Districts ..... Page 2
Table 2.2.1 Participation Rates by School Districts ..... Page 4
Table 2.2.2 Participation Rates by Grade Level ..... Page 4

Figures

Figure 4.1.1 Post-secondary Attendance Plans ..... Page 6
Figure 4.1.2 Post-secondary Plans for Females vs Males ..... Page 7
Figure 4.1.3 Type of Post-secondary Institution Students Plan to Attend ..... Page 7
Figure 4.1.4 Comparison of Post-secondary Institution Plans by Grade ..... Page 8
Figure 4.1.5 Post-secondary Institution Plans by Gender ..... Page 8
Figure 4.1.6 Where Students Plan to Attend Post-secondary ..... Page 9
Figure 4.1.7 Geographical Location of Post-secondary Education ..... Page 9
Figure 4.1.8 Students Choices of Specified NL Post-secondary Institution ..... Page 10
Figure 4.1.9 Reasons Students Plan to Attend Post-secondary Within NL ..... Page 11
Figure 4.1.10 Reasons Students Plan to Attend Post-secondary Outside NL ..... Page 11
Figure 4.1.11 Post-secondary Program Plans - Females vs Males ..... Page 12
Figure 4.1.12 Reasons Students Plan to Pursue Specific Post-secondary Program ..... Page 13
Figure 4.2.1 Students Speaking to Guidance Counsellor / Teacher About Career Plans ..... Page 14
Figure 4.2.2 Students Speaking to Guidance Counsellor / Teachers Regarding Career Plans By Grade ..... Page 14
Figure 4.2.3 Comparison of Students With or Without Post-secondary Plans and Decision to Speak to Guidance / Teachers About Career Plans ..... Page 15
Figure 4.2.4 Speak With Career Specialist Outside School About Career Plans By Gender ..... Page 16
Figure 4.2.5 Awareness of High School Career Education Course ..... Page 17
Figure 4.2.6 Offering Career Education in High School ..... Page 17
Figure 4.2.7 Career Education Course as High School Graduation Requirement ..... Page 17
Figure 4.2.8 CHOICES Use by High School Students ..... Page 18
Figure 4.2.9 Participation in Career Planning Activities Outside of School Hours ..... Page 18
Figure 4.3.1 Selecting High School Courses According to Possible Job Opportunities in NL ..... Page 19
Figure 4.3.2 Awareness of Future Job Opportunities in NL ..... Page 19
Figure 4.3.3 Awareness of Future Job Opportunities in NL and Decision to Speak or Not to Speak with a Teacher or Guidance Counsellor About Career Plans ..... Page 20
Figure 4.3.4 Future Job Potential in Industry Sectors Rated by High School Students ..... Page 21
Figure 4.4.1 Plans to Settle or Not to Settle in NL - Students With vs Students Without Post-secondary Plans ..... Page 22
Figure 4.4.2 Plans to Settle in NL Upon Graduation from Post-secondary ..... Page 22
Figure 4.4.3 Plans of High School Students to Settle Outside NL ..... Page 23
Figure 4.4.4 Reasons Given for Not Settling in NL Upon Graduation from Post-secondary ..... Page 24

Appendix H : School District Comparisons

Region = Cormack -Grenfell Region
District 2 = School District # 2 (Labrador South / Northern Peninsula)
District 3 = School District # 3 (Corner Brook / Deer Lake / St. Barbe)
District 4 = School District # 4 (Cormack Trail)

* Note: 10 respondents did not indicate the school / school district in which they belong and are therefore not included in the district comparisons

Grade

	Region		District # 2		District # 3		District # 4	
	N	%	N	%	N	%	N	%
Total	3678	100.0%	780	100.0%	1698	100.0%	1190	100.0%
no answer	9	0.2%	2	.3%	1	.1%	4	.3%
Grade 10	1269	34.5%	282	36.2%	565	33.3%	419	35.2%
Grade 11	1236	33.6%	267	34.2%	555	32.7%	410	34.5%
Grade 12	1164	31.6%	229	29.4%	577	34.0%	357	30.0%

Gender

	Region		District # 2		District # 3		District # 4		No Answer	
	N	%	N	%	N	%	N	%	N	%
Total	3678	100.0%	780	100.0%	1698	100.0%	1190	100.0%	10	100.0
no answer	14	.4%	2	.3%	5	.3%	4	.3%	3	30.0%
male	1881	51.1%	392	50.3%	886	52.2%	598	50.3%	5	50.0%
female	1783	48.5%	386	49.5%	807	47.5%	588	49.4%	2	20.0%

Q1. After graduation from high school, do you plan to pursue post-secondary education?

	Region		District # 2		District # 3		District # 4		No Answer	
	N	%	N	%	N	%	N	%	N	%
Total	3678	100.0%	780	100.0%	1698	100.0%	1190	100.0%	10	100.0%
yes	2931	79.7%	581	74.5%	1398	82.3%	944	79.3%	8	80.0%
no	217	5.9%	69	8.8%	74	4.4%	73	6.1%	1	10.0%
undecided	530	14.4%	130	16.7%	226	13.3%	173	14.5%	1	10.0%

Q2. What type of education program do you plan to pursue?

	Region		District # 2		District # 3		District # 4	
	N	%	N	%	N	%	N	%
Total	2931	100.0%	581	100.0%	1398	100.0%	944	100.0%
no answer	104	3.5%	16	2.8%	42	3.0%	44	4.7%
undecided	725	24.7%	153	26.3%	365	26.1%	204	21.6%
Health	477	16.3%	98	16.9%	206	14.7%	151	16%
Education	178	6.1%	38	6.5%	81	5.8%	59	6.3%
Computer Science	193	6.6%	41	7.1%	81	5.8%	69	7.3%
Business / Office	152	5.2%	20	3.4%	89	6.4%	47	5%
Engineering	117	4.0%	37	6.4%	52	3.7%	28	3%
Law (enforcement/practice)	211	7.2%	37	6.4%	99	7.1%	74	7.8%
Air / Armed Forces	73	2.5%	15	2.6%	26	1.9%	32	3.4%
Arts programs	75	2.6%	13	2.2%	37	2.6%	22	2.3%
Science programs	74	2.5%	9	1.5%	38	2.7%	27	2.9%
Skilled Trades	279	9.5%	51	8.8%	120	8.6%	114	12.1%
Marine Services / Fisheries	54	1.8%	15	2.6%	26	1.9%	13	1.4%
Others	214	.0%	38	6.5%	136	9.7%	60	6.4%

Q3. What is the main reason(s) you are interested in enrolling in this type of program?

	Region		District # 2		District # 3		District # 4	
	N	%	N	%	N	%	N	%
Total	2206	100.0%	428	100.0%	1033	100.0%	740	100.0%
no answer	54	2.4%	9	2.1%	23	2.2%	22	3.0%
to become more educated	1041	47.2%	197	46.0%	496	48.0%	344	46.5%
to get a job anywhere	1090	49.4%	224	52.3%	481	46.6%	384	51.9%
to start my own business anywhere	289	13.1%	49	11.4%	133	12.9%	106	14.3%
to get a job in Newfoundland	387	17.5%	99	23.1%	183	17.7%	105	14.2%
to start my own business in Newfoundland	112	5.1%	17	4.0%	68	6.6%	27	3.6%
personal interest/ dream of mine	353	16%	63	14.7%	188	18.2%	100	13.5%
higher salary/more money	103	4.7%	20	4.7%	50	4.8%	33	4.5%
help people/ work with people/ around people	77	3.5%	20	4.7%	33	3.2%	24	3.2%
get a job out of province	29	1.3%	3	.7%	12	1.2%	14	1.9%
other reasons (specified or unspecified)	135	6.1%	27	6.3%	53	5.1%	46	6.2%

Note: Total may exceed 100% owing to multiple responses

Q4. What type of institution do you plan to attend?

	Region		District # 2		District # 3		District # 4	
	N	%	N	%	N	%	N	%
Total	2931	100.0%	581	100.0%	1398	100.0%	944	100.0%
no answer	11	.4%	1	.2%	5	.4%	5	.5%
trade/technical	263	9.0%	64	11.0%	116	8.3%	82	8.7%
community college	525	17.9%	114	19.6%	200	14.3%	211	22.4%
university	1637	55.9%	282	48.5%	843	60.3%	509	53.9%
other	96	3.3%	25	4.3%	41	2.9%	30	3.2%
undecided	399	13.6%	95	16.4%	193	13.8%	107	11.3%

Q5a. Where do you plan to attend school?

	Region		District # 2		District # 3		District # 4	
	N	%	N	%	N	%	N	%
Total	2931	100.0%	581	100.0%	1398	100.0%	944	100.0%
no answer	7	.2%	3	.5%	2	.1%	2	.2%
within Newfoundland & Labrador	1309	44.7%	325	55.9%	613	43.8%	370	39.2%
within Maritime Provinces	602	20.5%	71	12.2%	260	18.6%	268	28.4%
within another Canadian Province	268	9.1%	37	6.4%	134	9.6%	96	10.2%
outside Canada	56	1.9%	7	1.2%	34	2.4%	15	1.6%
undecided	689	23.5%	138	23.8%	355	25.4%	193	20.4%

Q5a. Where do you plan to attend school - **Within Newfoundland & Labrador**?

	Region		District # 2		District # 3		District # 4	
	N	%	N	%	N	%	N	%
Total	1309	100.0%	325	100.0%	613	100.0%	370	100.0%
Academy Canada	46	3.5%	13	4.0%	26	4.2%	7	1.9%
Memorial University of NL	423	32.3%	120	36.9%	208	33.9%	95	25.7%
Sir Wilfred Grenfell College	157	12.0%	17	5.2%	97	15.8%	43	11.6%
Marine Institute	27	2.1%	11	3.4%	2	.3%	14	3.8%
College of North Atlantic	254	19.4%	64	19.7%	103	16.8%	87	23.5%
Other	78	6.0%	19	5.9%	28	4.6%	30	8.1%
undecided	324	24.8%	81	24.9%	149	24.3%	94	25.4%

Q5a. In which Province do you plan to attend school - **Within Maritime Provinces**?

	Region		District # 2		District # 3		District # 4	
	N	%	N	%	N	%	N	%
Total	602	100.0%	71	100.0%	260	100.0%	268	100.0%
no answer	17	2.8%	2	2.8%	6	2.3%	9	3.4%
Nova Scotia	298	49.5%	34	47.9%	125	48.1%	139	51.9%
New Brunswick	112	18.6%	14	19.7%	47	18.1%	49	18.3%
PEI	33	5.5%	4	5.6%	15	5.8%	14	5.2%
undecided	142	23.6%	17	23.9%	67	25.8%	57	21.3%

Q5a. In which Province do you plan to attend school - **Within another Canadian Province**?

	Region		District # 2		District # 3		District # 4	
	N	%	N	%	N	%	N	%
Total	268	100.0%	37	100.0%	134	100.0%	96	100.0%
no answer	3	1.1%	0	.0%	1	.7%	2	2.1%
Quebec	8	3.0%	0	.0%	6	4.5%	2	2.1%
Ontario	128	47.8%	19	51.4%	68	50.7%	41	42.7%
Manitoba	2	.7%	0	.0%	1	.7%	1	1.0%
Saskatchewan	4	1.5%	1	2.7%	3	2.2%	0	.0%
Alberta	37	13.8%	5	13.5%	17	12.7%	15	15.6%
BC	20	7.5%	2	5.4%	13	9.7%	5	5.2%
undecided	66	24.6%	10	27.0%	25	18.7%	30	31.3%

Q5b. What is your main reason(s) for planning to attend school within Newfoundland and Labrador?

	Region		District # 2		District # 3		District # 4	
	N	%	N	%	N	%	N	%
	1309	100.0%	325	100.0%	613	100.0%	370	100.0%
no answer	16	1.2%	3	.9%	7	1.1%	6	1.6%
better reputation of school	200	15.3%	50	15.4%	82	13.4%	68	18.4%
program not offered outside of NL	40	3.1%	6	1.8%	14	2.3%	19	5.1%
want to stay in NL	917	70.1%	246	75.7%	424	69.2%	247	66.8%
cheaper tuition fees	353	27%	64	19.7%	179	29.2%	110	29.7%
easier to become accepted into program	188	14.4%	31	9.5%	96	15.7%	61	16.5%
length of program is shorter	70	5.3%	21	6.5%	23	3.8%	26	7.0%
have scholarship	73	5.6%	21	6.5%	27	4.4%	25	6.8%
personal reasons	572	43.7%	154	47.4%	243	39.6%	175	47.3%
cost of living too high/expensive outside NL	437	33.4%	101	31.1%	221	36.1%	115	31.1%
close to family/ close to home	84	6.4%	29	8.9%	27	4.4%	28	7.6%
other reasons - specified or not	27	2.1%	5	1.5%	12	2.0%	10	2.7%

Note: Total may exceed 100% owing to multiple responses

Q5c. What is the main reason(s) for planning to attend school outside of the province of Newfoundland & Labrador?

	Region		District # 2		District # 3		District # 4	
	N	%	N	%	N	%	N	%
	926	100.0%	115	100.0%	428	100.0%	379	100.0%
no answer	39	4.2%	4	3.5%	19	4.4%	16	4.2%
better reputation of school	349	37.7%	29	25.2%	179	41.8%	141	37.2%
program not offered in NL	271	29.3%	33	28.7%	134	31.8%	101	26.6%
want to leave NL	471	50.9%	53	46.1%	230	53.7%	187	49.3%
cheaper tuition fees	53	5.7%	7	6.1%	29	6.8%	16	4.2%
easier to become accepted into program than NL schools	66	7.1%	6	5.2%	36	8.4%	24	6.3%
length of program is shorter	50	5.4%	4	3.5%	19	4.4%	27	7.1%
have scholarship	70	7.6%	5	4.3%	38	8.9%	27	7.1%
personal reasons	358	38.7%	34	29.6%	152	35.5%	172	45.4%
cost of living too high/expensive within NL	58	6.3%	6	5.2%	34	7.9%	18	4.7%
new surroundings/ experience/	35	3.8%	8	7.0%	19	4.4%	8	2.1%
other reasons - specified or not	61	6.6%	7	6.1%	25	5.8%	28	7.4%

Note: Total may exceed 100% owing to multiple responses

Q6. After graduation from a post-secondary education program, are you hoping to settle in Newfoundland and Labrador?

	Region		District # 2		District # 3		District # 4	
	N	%	N	%	N	%	N	%
Total	2931	100.0%	581	100.0%	1398	100.0%	944	100.0%
no answer	5	.2%	2	.3%	1	.1%	2	.2%
yes	756	25.8%	184	31.7%	387	27.7%	184	19.5%
no	1100	37.5%	182	31.3%	506	36.2%	410	43.4%
undecided	1070	36.5%	213	36.7%	504	36.1%	348	36.9%

Q7. Would you consider settling in your hometown?

	Region		District # 2		District # 3		District # 4	
	N	%	N	%	N	%	N	%
Total	756	100.0%	184	100.0%	387	100.0%	184	100.0%
no answer	16	2.1%	6	3.3%	7	1.8%	2	1.1%
yes	489	64.7%	78	42.4%	298	77.0%	113	61.4%
no	251	33.2%	100	54.3%	82	21.2%	69	37.5%

Q8. Where would you like to settle after you graduate from a post-secondary education program?

	Region		District # 2		District # 3		District # 4	
	N	%	N	%	N	%	N	%
Total	2170	100.0%	395	100.0%	1010	100.0%	758	100.0%
within Maritime Provinces	282	13.0%	45	11.4%	128	12.7%	108	14.2%
within another Canadian Province	651	30.0%	112	28.4%	314	31.1%	223	29.4%
outside Canada	128	5.9%	15	3.8%	73	7.2%	40	5.3%
undecided	1064	49.0%	212	53.7%	482	47.7%	366	48.3%
no answer	45	2.1%	11	2.8%	13	1.3%	21	2.8%

Where would you like to settle after you graduate from a post-secondary education program - **Within Maritime Provinces?**

	Region		District # 2		District # 3		District # 4	
	N	%	N	%	N	%	N	%
Total	282	100.0%	45	100.0%	128	100.0%	108	100.0%
Nova Scotia	220	78.0%	35	77.8%	102	79.7%	82	75.9%
New Brunswick	49	17.4%	9	20.0%	21	16.4%	19	17.6%
PEI	13	4.6%	1	2.2%	5	3.9%	7	6.5%

Where would you like to settle after you graduate from a post-secondary education program - **Within Another Canadian Province**?

	Region		District # 2		District # 3		District # 4	
	N	%	N	%	N	%	N	%
Total	651	100.0%	112	100.0%	314	100.0%	223	100.0%
Alberta	162	24.9%	37	33.0%	63	20.1%	62	27.8%
Ontario	273	41.9%	47	42.0%	131	41.7%	94	42.2%
British Columbia	63	9.7%	3	2.7%	47	15.0%	12	5.4%
Manitoba	6	.9%	2	1.8%	1	.3%	3	1.3%
Quebec	5	.8%	0	.0%	4	1.3%	1	.4%
Saskatchewan	2	.3%	0	.0%	1	.3%	1	.4%
Yukon	2	.3%	0	.0%	1	.3%	1	.4%
Northwest Territories	3	.5%	1	.9%	1	.3%	1	.4%
Nova Scotia	1	.2%	0	.0%	1	.3%	0	.0%
Nunavut	1	.2%	0	.0%	0	.0%	1	.4%
PEI	1	.2%	0	.0%	1	.3%	0	.0%
Western province - unspecified	1	.2%	0	.0%	0	.0%	1	.4%
Maritimes - unspecified	1	.2%	0	.0%	1	.3%	0	.0%
Unspecified-Undecided	130	20.0%	22	19.6%	62	19.7%	46	20.6%

Q9. Why do you plan to leave Newfoundland & Labrador?

	Region		District # 2		District # 3		District # 4	
	N	%	N	%	N	%	N	%
	2170	100.0%	395	100.0%	1010	100.0%	758	100.0%
no answer	250	11.5%	62	15.7%	105	10.4%	80	10.6%
not many job opportunities in NL	1444	66.6%	243	61.6%	668	66.1%	530	70.0%
want to experience life outside NL	1233	56.9%	219	55.5%	614	60.8%	399	52.7%
jobs in NL are too low paying	921	42.5%	121	30.6%	465	46.0%	333	43.9%
NL is too small	439	20.2%	63	15.9%	240	23.8%	136	17.9%
NL is too isolated	487	22.4%	75	19.0%	257	25.4%	155	20.4%
NL has little to offer for young people	1004	46.3%	167	42.3%	491	48.6%	344	45.4%
other - unspecified	2	.1%			2	.2%		
join military/ armed forces	6	.3%	3	.8%	1	.1%	2	.3%
to get out of NL	10	.5%	1	.3%	7	.7%	2	.3%
more offered out of province	14	.6%	3	.8%	8	.8%	3	.4%
boring/nothing to do	15	.7%	3	.8%	7	.7%	5	.7%
family live outside NL	28	1.3%	3	.8%	15	1.5%	10	1.3%
don't like government	1	.0%			1	.1%		
people are too close minded	1	.0%			1	.1%		
transportation unreliable/ high costs	3	.1%			2	.2%	1	.1%
hate NL /sick of it / NL sucks	13	.6%			7	.7%	6	.8%
NL not promising	3	.1%			2	.2%	1	.1%
climate	5	.2%	1	.3%	2	.2%	2	.3%
want to work in House of Commons	1	.0%					1	.1%
why stay	1	.0%					1	.1%
lack of intellectual promise	1	.0%					1	.1%
taxes are too high	1	.0%					1	.1%
personal reasons	2	.0%	1	.3%			1	.1 %
like to travel	1	.0%	1	.3%				
rather live in a city	1	.0%					1	.1%
undecided	13	.6%	4	1.0%	5	.5%	4	.5%
hockey (higher level for girls)	1	.0%					1	.1%

bad sports system	1	.0%	1	.3%			
school	2	.1%	2	.5%			
want to raise children francophone	1	.0%			1	.1%	
to pursue wrestling career	1	.0%			1	.1%	

Note: Total may exceed 100% owing to multiple responses

Q10. After graduation from high school, are you hoping to settle in Newfoundland and Labrador?

	Region		District # 2		District # 3		District # 4	
	N	%	N	%	N	%	N	%
Total	747	100.0%	199	100.0%	300	100.0%	246	100.0%
no answer	11	1.5%	4	2.0%	6	2.0%	1	.4%
yes	118	15.8%	25	12.6%	53	17.7%	40	16.3%
no	344	46.1%	93	46.7%	130	43.3%	119	48.4%
undecided	274	36.7%	77	38.7%	111	37.0%	86	35.0%

Q11a. Would you consider settling in your hometown?

	Region		District # 2		District # 3		District # 4	
	N	%	N	%	N	%	N	%
Total	118	100.0%	25	100.0%	53	100.0%	40	100.0%
no answer	6	5.1%	2	8.0%	3	5.7%	1	2.5%
yes	71	60.2%	13	52.0%	38	71.7%	20	50.0%
no	40	33.9%	10	40.0%	11	20.8%	19	47.5%
undecided	1	.8%	0	.0%	1	1.9%	0	.0%

Q12. Where would you like to settle after you graduate from high school?

	Region		District # 2		District # 3		District # 4	
	N	%	N	%	N	%	N	%
Total	618	100.0%	170	100.0%	241	100.0%	205	100.0%
within Maritime Provinces	59	9.5%	19	11.2%	13	5.4%	27	13.2%
within another Canadian Province	230	37.2%	65	38.2%	92	38.2%	71	34.6%
outside Canada	22	3.6%	7	4.1%	7	2.9%	8	3.9%
undecided	265	42.9%	70	41.2%	119	49.4%	76	37.1%
no answer	42	6.8%	9	5.3%	10	4.1%		11.2%

Where would you like to settle after you graduate from high school - **Within Maritime Provinces?**

	Region		District # 2		District # 3		District # 4	
	N	%	N	%	N	%	N	%
Total	59	100.0%	19	100.0%	13	100.0%	27	100.0%
Nova Scotia	41	69.5%	15	78.9%	8	61.5%	18	66.7%
New Brunswick	10	16.9%	1	5.3%	4	30.8%	5	18.5%
PEI	8	13.6%	3	15.8%	1	7.7%	4	14.8%

Where would you like to settle after you graduate from high school - **Within Another Canadian Province**?

	Region		District # 2		District # 3		District # 4	
	N	%	N	%	N	%	N	%
Total	230	100.0%	65	100.0%	92	100.0%	71	100.0%
Alberta	50	21.7%	21	32.3%	21	22.8%	8	11.3%
Ontario	93	40.4%	25	38.5%	39	42.4%	29	40.8%
British Columbia	17	7.4%	3	4.6%	10	10.9%	4	5.6%
Manitoba	3	1.3%	1	1.5%	1	1.1%	1	1.4%
Quebec	1	.4%	0	.0%	0	.0%	1	1.4%
Western province - unspecified	1	.4%	0	.0%	1	1.1%	0	.0%
Maritimes - unspecified	1	.4%	0	.0%	0	.0%	1	1.4%
Unspecified-Undecided	64	27.8%	15	23.1%	20	21.7%	27	38.0%

Q13. Why do you plan to leave Newfoundland and Labrador?

	Region		District # 2		District # 3		District # 4	
	N	%	N	%	N	%	N	%
Total	618	100.0%	170	100.0%	241	100.0%	205	100.0%
no answer	106	17.2%	24	14.1%	48	19.9%	34	16.6%
not many job opportunities in NL	376	60.9%	109	64.1%	140	60.0%	126	61.5%
want to experience life outside NL	229	37.1%	68	40.0%	91	37.7%	69	33.7%
jobs in NL are too low paying	243	39.3%	66	38.8%	90	37.3%	86	42.0%
NL is too small	84	13.6%	26	15.3%	31	12.9%	26	12.7%
NL is too isolated	77	12.5%	22	12.9%	26	10.8%	29	14.1%
NL has little to offer for young people	268	43.4%	83	48.8%	91	37.8%	92	44.9%
other - unspecified	6	1.0%	1	.6%	2	.8%	3	1.5%
join military/armed forces/navy	13	2.1%	8	4.7%	2	.8%	3	1.5%
boring/ nothing to do	2	.3%	1	.6%			1	.5%
wants to get out of NL/ don't like NL	10	1.6%	1	.6%	5	2.0%	4	2.0%
finish school and then return to NL	1	.2%			1	.4%		
exchange student	2	.3%			2	.8%		
career of interest is not here	2	.3%	1	.6%			1	.5%
family/friends in NS	1	.2%					1	.5%
undecided	3	.5%	2	1.2%			1	.5%
personal reasons	2	.3%			2	.8%		

Note: Total may exceed 100% owing to multiple responses

Q14. Are you aware of any future job opportunities in Newfoundland and Labrador?

	Region		District # 2		District # 3		District # 4	
	N	%	N	%	N	%	N	%
Total	3678	100.0%	780	100.0%	1698	100.0%	1190	100.0%
no answer	40	1.1%	8	1.0%	13	.8%	19	1.6%
yes	1135	30.9%	236	30.3%	585	34.5%	311	26.1%
no	2503	68.1%	536	68.7%	1100	64.8%	860	72.3%

Q15. Please specify the occupations of future job opportunities in Newfoundland an Labrador of which you are aware?

	Region		District # 2		District # 3		District # 4	
	N	%	N	%	N	%	N	%
	1175	100.0%	244	100.0%	598	100.0%	330	100.0%
no answer	90	7.7%	20	8.2%	40	6.7%	30	9.1%
Agriculture	228	19.4%	40	16.4%	130	21.7%	57	17.3%
Art	251	21.4%	59	24.2%	133	22.2%	58	17.6%
Automotive Service	340	28.9%	64	26.2%	186	31.1%	89	27.0%
Business Administration	260	22.1%	67	27.5%	125	20.9%	67	20.3%
Communications	237	20.2%	59	24.2%	122	20.4%	55	16.7%
Community Services	224	19.1%	63	25.8%	99	16.6%	61	18.5%
Construction	331	28.2%	70	28.7%	172	28.8%	88	26.7%
Education	434	36.9%	108	44.3%	224	37.5%	101	30.6%
Electronics	224	19.1%	54	22.1%	109	18.2%	60	18.2%
Engineering	235	20.0%	57	23.4%	104	17.4%	73	22.1%
Environment	174	14.8%	41	16.8%	100	16.7%	32	9.7%
Food Services	277	23.6%	77	31.6%	140	23.4%	59	17.9%
Fishery	348	29.6%	94	38.5%	176	29.4%	77	23.3%
Forestry	369	31.4%	83	34.0%	210	35.1%	75	22.7%
Health	461	39.2%	115	47.1%	243	40.6%	102	30.9%
Hospitality/Tourism	267	22.7%	69	28.3%	135	22.6%	62	18.8%
Information Technology	178	15.1%	49	20.1%	83	13.9%	45	13.6%
Law Enforcement	318	27.1%	72	29.5%	169	28.3%	76	23.0%
Marine Services	210	17.9%	62	25.4%	90	15.1%	57	17.3%
Oil & Gas	254	21.6%	55	22.5%	117	19.6%	81	24.5%
Office Support Services	148	12.6%	42	17.2%	75	12.5%	30	9.1%
Recreation	224	19.1%	51	20.9%	118	19.7%	53	16.1%
Retail	240	20.4%	58	23.8%	132	22.1%	49	14.8%
Transportation	334	28.4%	86	35.2%	168	28.1%	78	23.6%
Other	39	3.3%	6	2.5%	22	3.7%	11	3.3%

Note: Total may exceed 100% owing to multiple responses

Q16. Have you spoken with a teacher or guidance Counsellor regarding your career plans upon graduation from high school?

	Region		District # 2		District # 3		District # 4	
	N	%	N	%	N	%	N	%
Total	3678	100.0%	780	100.0%	1698	100.0%	1190	100.0%
no answer	18	.5%	4	.5%	7	.4%	7	.6%
yes	1189	32.3%	250	32.1%	570	33.6%	367	30.8%
no	2471	67.2%	526	67.4%	1121	66.0%	816	68.6%

Q17. Did the teacher/guidance Counsellor provide you with useful information regarding future job opportunities in NL?

	Region		District # 2		District # 3		District # 4	
	N	%	N	%	N	%	N	%
Total	1189	100.0%	250	100.0%	570	100.0%	367	100.0%
no answer	5	.4%	0	.0%	0	.0%	5	1.4%
yes	855	71.9%	189	75.6%	413	72.5%	252	68.7%
no	329	27.7%	61	24.4%	157	27.5%	110	30.0%

Q18. Prior to graduation from high school, do you plan to speak with a teacher/guidance Counsellor regarding your career plans?

	Region		District # 2		District # 3		District # 4	
	N	%	N	%	N	%	N	%
Total	2471	100.0%	526	100.0%	1121	100.0%	816	100.0%
no answer	20	.8%	3	.6%	7	.6%	10	1.2%
yes	1771	71.7%	391	74.3%	788	70.3%	588	72.1%
no	680	27.5%	132	25.1%	326	29.1%	218	26.7%

Q19. Prior to graduation from high school, do you plan to speak with a career specialist outside of school regarding your career plans?

	Region		District # 2		District # 3		District # 4	
	N	%	N	%	N	%	N	%
Total	3678	100.0%	780	100.0%	1698	100.0%	1190	100.0%
no answer	36	1.0%	7	.9%	11	.6%	17	1.4%
yes	2154	58.6%	422	54.1%	1029	60.6%	699	58.7%
no	1488	40.5%	351	45.0%	658	38.8%	474	39.8%

Q20. Why do you choose not to speak with a career specialist or someone with knowledge of future careers regarding your career plans?

	Region		District # 2		District # 3		District # 4	
	N	%	N	%	N	%	N	%
	1488	100.0%	351	100.0%	658	100.0%	474	100.0%
no answer	74	5.0%	20	5.7%	28	4.3%	25	5.3%
I have spoken with a teacher/guidance Counsellor	442	29.7%	120	34.2%	193	29.3%	128	27.0%
they do not have the information that I am looking for	159	10.7%	39	11.1%	66	10.0%	54	11.4%
it is none of their business	337	22.6%	68	19.4%	164	24.9%	104	21.9%
I already know exactly what I want to do	600	40.3%	141	40.2%	244	37.1%	215	45.4%
they won't be able to help me	177	11.9%	45	12.8%	85	12.9%	45	9.5%
I am not ready to make career plan decisions	340	22.8%	72	20.5%	153	23.3%	114	24.1%
too difficult to get an appointment with them	96	6.5%	24	6.8%	41	6.2%	31	6.5%
other - Unspecified	9	.6%			9	1.4%		
not necessary	27	1.8%	10	2.8%	14	2.1%	3	.6%
too indecisive	19	1.3%	6	1.7%	9	1.4%	4	.8%
consult with parents/ family	16	1.1%	3	.9%	6	1.0%	7	1.4%
never thought about it	16	1.1%	4	1.1%	11	1.7%	1	.2%
checked on the Internet	2	.1%			2	.3%		
exchange program	2	.1%			2	.3%		
do not know how to contact anyone outside school	14	.9%	2	.6%	12	1.8%		
I can do it myself	19	1.3%	5	1.4%	7	1.1%	7	1.5%
not interested/no time	8	.5%	4	1.1%	2	.3%	2	.4%

no career specialist around here	15	1.1%	11	3.1%	1	.2%	3	.6%
consult with friend	1	.1%	1	.3%				
need more info through school	1	.1%					1	.2%
other resources	1	.1%					1	.2%
going away for a year	1	.1%					1	.2%
going to speak with guidance counsellor	4	.3%	2	.6%			2	.4%
don't want to	8	.5%	2	.6%	4	.6%	2	.4%
going to the forces	1	.1%	1	.3%				
they will try & change my mind	2	.1%					2	.4%
info from my pastor	1	.1%	1	.3%				
a lot of choices to pick from	1	.1%	1	.3%				
I have lots of time	1	.1%			1	.2%		

Note: Total may exceed 100% owing to multiple responses

Q21. Have you planned or will you plan your high school course selections in accordance with possible future job opportunities in Newfoundland and Labrador so that you are able to settle in NL?

	Region		District # 2		District # 3		District # 4	
	N	%	N	%	N	%	N	%
Total	3678	100.0%	780	100.0%	1698	100.0%	1190	100.0%
no answer	54	1.5%	7	.9%	31	1.8%	16	1.3%
yes	1054	28.7%	236	30.3%	512	30.2%	306	25.7%
no	992	27.0%	225	28.8%	467	27.5%	295	24.8%
I am not planning to settle in NL	1578	42.9%	312	40.0%	688	40.5%	573	48.2%

Q22. Are you aware of a Career Education course offered through your school?

	Region		District # 2		District # 3		District # 4	
	N	%	N	%	N	%	N	%
Total	3678	100.0%	780	100.0%	1698	100.0%	1190	100.0%
no answer	31	.8%	7	.9%	12	.7%	11	.9%
yes	1988	54.1%	383	49.1%	950	55.9%	653	54.9%
no	1659	45.1%	390	50.0%	736	43.3%	526	44.2%

Q23. If yes, is it a required course for all students to graduate from high school?

	Region		District # 2		District # 3		District # 4	
	N	%	N	%	N	%	N	%
Total	1988	100.0%	383	100.0%	950	100.0%	653	100.0%
no answer	16	.8%	4	1.0%	8	.8%	4	.6%
yes	529	26.6%	82	21.4%	256	26.9%	191	29.2%
no	699	35.2%	148	38.6%	362	38.1%	188	28.8%
don't know	744	37.4%	149	38.9%	324	34.1%	270	41.3%

Q24. Do you think a Career Education course should be offered at your school?

	Region		District # 2		District # 3		District # 4	
	N	%	N	%	N	%	N	%
Total	3678	100.0%	780	100.0%	1698	100.0%	1190	100.0%
no answer	75	2.0%	14	1.8%	36	2.1%	24	2.0%
yes	3220	87.5%	667	85.5%	1513	89.1%	1032	86.7%
no	383	10.4%	99	12.7%	149	8.8%	134	11.3%

Q25. Do you think a Career Education course should be required for all students to graduate?

	Region		District # 2		District # 3		District # 4	
	N	%	N	%	N	%	N	%
Total	3220	100.0%	667	100.0%	1513	100.0%	1032	100.0%
no answer	39	1.2%	13	1.9%	14	.9%	12	1.2%
yes	1656	51.4%	335	50.2%	764	50.5%	554	53.7%
no	1525	47.4%	319	47.8%	735	48.6%	466	45.2%

Q26. Have you used the CHOICES program?

	Region		District # 2		District # 3		District # 4	
	N	%	N	%	N	%	N	%
Total	3678	100.0%	780	100.0%	1698	100.0%	1190	100.0%
no answer	39	1.1%	5	.6%	18	1.1%	15	1.3%
yes	1013	27.5%	199	25.5%	547	32.2%	267	22.4%
no	972	26.4%	205	26.3%	438	25.8%	325	27.3%
not aware of this program	1654	45.0%	371	47.6%	695	40.9%	583	49.0%

Q27. Is the CHOICES program offered at your school?

	Region		District # 2		District # 3		District # 4	
	N	%	N	%	N	%	N	%
Total	1985	100.0%	404	100.0%	985	100.0%	592	100.0%
no answer	52	2.6%	16	4.0%	18	1.8%	18	3.0%
yes	1284	64.7%	234	57.9%	686	69.6%	361	61.0%
no	209	10.5%	62	15.3%	73	7.4%	74	12.5%
don't know	440	22.2%	92	22.8%	208	21.1%	139	23.5%

Q28. Have you voluntarily taken on any career planning activities outside of school hours to help you make a choice regarding your future career?

	Region		District # 2		District # 3		District # 4	
	N	%	N	%	N	%	N	%
Total	3678	100.0%	780	100.0%	1698	100.0%	1190	100.0%
no answer	61	1.7%	10	1.3%	25	1.5%	25	2.1%
yes	1510	41.1%	292	37.4%	692	40.8%	521	43.8%
no	2107	57.3%	478	61.3%	981	57.8%	644	54.1%

Q29. Please rate the following industry sectors on how you think the future looks for potential job opportunities in NL

	No answer	Very poor	Somewhat poor	Somewhat good	Very good	Unsure	Total
	%	%	%	%	%	%	%
Agriculture	3.7%	16.3%	19.6%	17.3%	3.1%	40.0%	100.0%
Art	3.3%	11.8%	17.9%	26.0%	6.9%	34.1%	100.0%
Automotive services	3.5%	4.5%	7.9%	43.8%	10.5%	29.7%	100.0%
Business admin	4.3%	5.5%	7.9%	35.5%	10.8%	36.1%	100.0%
Communications	4.4%	6.1%	11.1%	33.8%	12.8%	31.8%	100.0%
Community Services	4.9%	5.9%	7.6%	33.2%	14.0%	34.3%	100.0%
Construction	4.7%	5.2%	8.4%	39.0%	17.8%	24.9%	100.0%
Education	4.5%	7.2%	11.0%	34.5%	19.2%	23.5%	100.0%
Electronics	4.5%	4.7%	8.8%	32.8%	12.0%	37.2%	100.0%
Engineering	4.7%	4.8%	8.1%	31.2%	15.5%	35.7%	100.0%
Environment	4.8%	7.1%	11.5%	26.8%	12.7%	37.1%	100.0%
Food Services	4.9%	8.1%	12.8%	29.2%	8.3%	36.7%	100.0%
Fishery	4.6%	16.2%	18.8%	23.4%	10.5%	26.5%	100.0%
Forestry	4.6%	8.4%	15.3%	29.8%	12.5%	29.3%	100.0%
Health	4.6%	7.0%	11.1%	29.6%	20.7%	26.9%	100.0%
Hospitality/tourism	4.8%	6.7%	8.6%	30.1%	17.2%	32.6%	100.0%
Information Technology	5.1%	6.7%	9.0%	24.1%	12.1%	43.0%	100.0%
Law enforcement	4.9%	5.8%	7.6%	33.4%	15.3%	33.0%	100.0%
Marine Services	5.1%	8.3%	12.7%	25.8%	10.2%	37.9%	100.0%
Oil & gas	5.0%	7.5%	10.5%	26.5%	13.8%	36.7%	100.0%
Office support	5.1%	7.0%	10.0%	26.1%	5.7%	46.1%	100.0%
Recreation	5.1%	7.6%	13.7%	24.0%	6.4%	43.2%	100.0%
Retail	5.4%	6.8%	11.5%	29.7%	9.3%	37.3%	100.0%
Transportation	7.0%	4.8%	8.1%	34.1%	15.3%	30.6%	100.0%

* Cormack-Grenfell Region (School Districts 2, 3, and 4)

Q29. Please rate the following industry sectors on how you think the future looks for potential job opportunities in NL

	No answer	Very poor	Somewhat poor	Somewhat good	Very good	Unsure	Total
	%	%	%	%	%	%	%
Agriculture	3.6%	19.1%	19.7%	15.9%	1.5%	40.1%	100.0%
Art	3.1%	13.5%	19.4%	24.7%	4.6%	34.7%	100.0%
Automotive services	3.8%	3.8%	7.3%	46.7%	10.4%	27.9%	100.0%
Business admin	4.5%	4.0%	8.1%	35.4%	11.4%	36.7%	100.0%
Communications	4.9%	4.5%	11.4%	34.6%	15.0%	29.6%	100.0%
Community Services	5.3%	5.3%	7.7%	33.2%	12.9%	35.6%	100.0%
Construction	4.5%	4.1%	8.3%	42.7%	17.8%	22.6%	100.0%
Education	4.2%	4.9%	9.1%	36.7%	22.6%	22.6%	100.0%
Electronics	4.6%	3.1%	8.5%	37.1%	13.3%	33.5%	100.0%
Engineering	4.4%	4.4%	7.4%	31.5%	17.3%	35.0%	100.0%
Environment	4.7%	6.4%	12.6%	26.5%	11.4%	38.3%	100.0%
Food Services	5.3%	6.5%	11.2%	33.2%	9.0%	34.9%	100.0%
Fishery	4.2%	14.5%	20.0%	24.6%	11.5%	25.1%	100.0%
Forestry	4.4%	6.2%	16.0%	33.8%	12.1%	27.6%	100.0%
Health	4.6%	5.0%	8.8%	29.6%	25.5%	26.4%	100.0%
Hospitality/tourism	4.5%	5.3%	6.7%	31.7%	22.2%	29.7%	100.0%
Information Technology	4.7%	5.0%	9.1%	25.3%	12.9%	42.9%	100.0%
Law enforcement	5.0%	5.0%	8.5%	35.3%	14.9%	31.4%	100.0%
Marine Services	5.0%	5.9%	10.0%	30.9%	11.9%	36.3%	100.0%
Oil & gas	5.3%	7.3%	11.3%	26.0%	12.8%	37.3%	100.0%
Office support	4.9%	5.0%	10.6%	24.0%	5.9%	49.6%	100.0%
Recreation	4.7%	7.3%	15.8%	23.6%	6.3%	42.3%	100.0%
Retail	5.8%	5.1%	13.3%	30.9%	8.7%	36.2%	100.0%
Transportation	6.0%	3.7%	6.9%	35.8%	19.0%	28.6%	100.0%

* School District = District # 2 - Northern Peninsula/Labrador South

Q29. Please rate the following industry sectors on how you think the future looks for potential job opportunities in NL.

	No answer	Very poor	Somewhat poor	Somewhat good	Very good	Unsure	Total
	%	%	%	%	%	%	%
Agriculture	3.5%	14.7%	18.7%	19.0%	3.9%	40.2%	100.0%
Art	2.9%	10.7%	16.3%	27.3%	8.2%	34.5%	100.0%
Automotive services	3.1%	4.5%	8.4%	43.3%	10.4%	30.4%	100.0%
Business admin	3.9%	5.9%	7.7%	36.2%	10.5%	35.7%	100.0%
Communications	3.8%	6.8%	10.3%	34.5%	11.7%	33.0%	100.0%
Community Services	4.5%	5.9%	8.0%	32.9%	13.2%	35.6%	100.0%
Construction	4.1%	5.7%	8.4%	38.3%	17.5%	26.0%	100.0%
Education	3.9%	8.2%	11.3%	34.1%	17.7%	24.7%	100.0%
Electronics	3.7%	5.1%	9.1%	31.3%	11.2%	39.5%	100.0%
Engineering	4.2%	4.9%	7.7%	32.1%	14.7%	36.5%	100.0%
Environment	4.2%	6.4%	9.1%	29.3%	15.7%	35.4%	100.0%
Food Services	4.2%	8.3%	13.3%	28.7%	8.1%	37.3%	100.0%
Fishery	4.1%	16.1%	17.1%	24.1%	10.9%	27.7%	100.0%
Forestry	4.1%	8.7%	13.8%	30.2%	15.7%	27.6%	100.0%
Health	3.8%	8.5%	11.7%	29.5%	19.9%	26.6%	100.0%
Hospitality/tourism	4.2%	6.8%	7.9%	29.8%	17.1%	34.1%	100.0%
Information Technology	4.6%	7.4%	8.5%	24.4%	11.0%	44.1%	100.0%
Law enforcement	4.2%	6.1%	7.4%	33.2%	14.5%	34.6%	100.0%
Marine Services	4.4%	9.0%	12.8%	24.0%	9.5%	40.3%	100.0%
Oil & gas	4.4%	7.3%	10.2%	26.6%	12.9%	38.7%	100.0%
Office support	4.6%	7.6%	9.2%	26.6%	5.3%	46.6%	100.0%
Recreation	4.4%	7.5%	12.4%	24.6%	6.8%	44.2%	100.0%
Retail	4.9%	7.4%	10.2%	30.2%	9.2%	38.1%	100.0%
Transportation	6.7%	5.1%	8.3%	32.4%	14.0%	33.5%	100.0%

* School District = District # 3 - Corner Brook/Deer Lake/St. Barbe

Q29. Please rate the following industry sectors on how you think the future looks for potential job opportunities in NL.

	No answer	Very poor	Somewhat poor	Somewhat good	Very good	Unsure	Total
	%	%	%	%	%	%	%
Agriculture	3.9%	16.5%	20.8%	16.0%	3.0%	39.7%	100.0%
Art	3.8%	12.3%	19.1%	25.1%	6.3%	33.4%	100.0%
Automotive services	3.9%	4.8%	7.6%	42.9%	10.9%	29.9%	100.0%
Business admin	4.6%	5.6%	8.0%	34.7%	10.8%	36.2%	100.0%
Communications	5.0%	6.1%	12.0%	32.6%	12.9%	31.4%	100.0%
Community Services	5.3%	6.1%	7.1%	33.8%	16.0%	31.8%	100.0%
Construction	5.5%	4.8%	8.4%	38.0%	18.5%	24.8%	100.0%
Education	5.3%	7.1%	12.0%	33.8%	19.3%	22.4%	100.0%
Electronics	5.5%	5.1%	8.5%	32.2%	12.1%	36.6%	100.0%
Engineering	5.5%	4.7%	9.2%	29.7%	15.6%	35.2%	100.0%
Environment	5.6%	8.2%	14.5%	23.8%	9.2%	38.7%	100.0%
Food Services	5.6%	8.6%	13.2%	27.2%	8.2%	37.2%	100.0%
Fishery	5.3%	17.3%	20.8%	21.8%	9.2%	25.7%	100.0%
Forestry	5.5%	9.4%	16.9%	26.7%	8.4%	33.1%	100.0%
Health	5.7%	6.1%	11.8%	30.2%	18.7%	27.6%	100.0%
Hospitality/tourism	5.6%	7.3%	10.9%	29.7%	14.0%	32.4%	100.0%
Information Technology	6.0%	6.6%	9.7%	22.8%	13.3%	41.7%	100.0%
Law enforcement	5.6%	5.8%	7.4%	32.8%	16.5%	31.9%	100.0%
Marine Services	5.9%	8.8%	14.5%	25.3%	10.1%	35.5%	100.0%
Oil & gas	5.5%	7.5%	10.7%	26.6%	15.9%	33.8%	100.0%
Office support	5.8%	7.1%	10.7%	27.0%	5.9%	43.5%	100.0%
Recreation	6.1%	7.6%	14.2%	23.6%	6.1%	42.5%	100.0%
Retail	5.5%	7.0%	12.2%	28.5%	9.8%	37.0%	100.0%
Transportation	8.1%	5.0%	8.6%	35.6%	14.9%	27.8%	100.0%

* School District = District # 4 - Cormack Trail

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